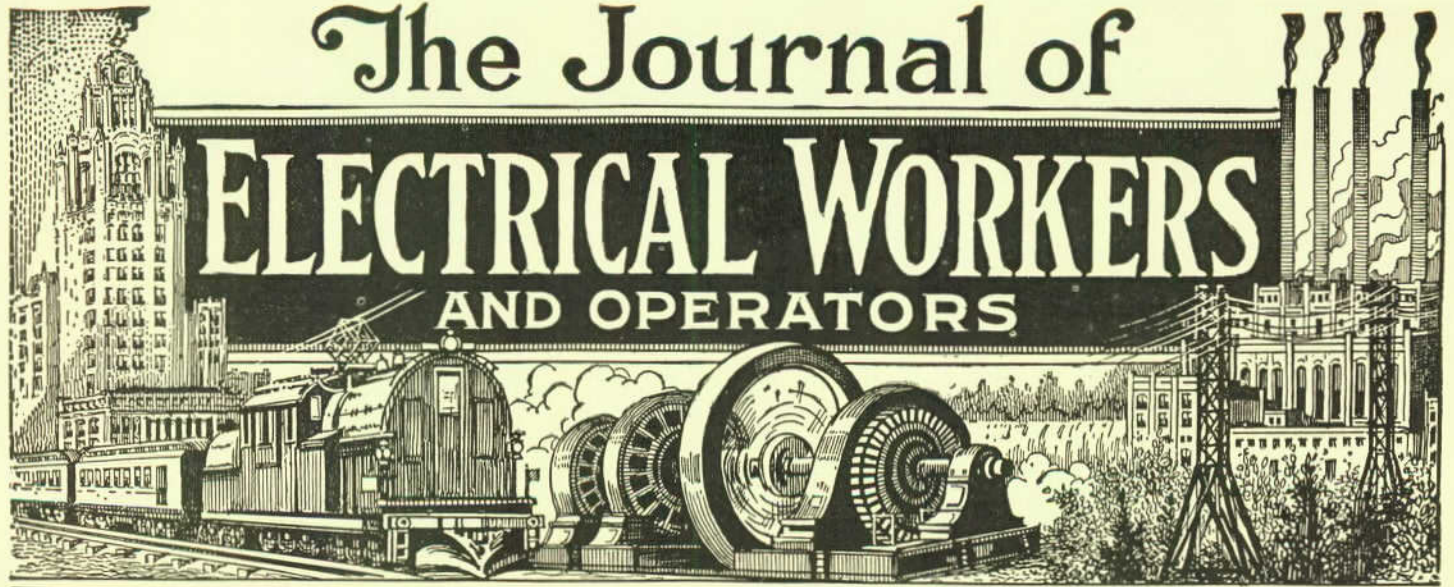


Hugh Kerwin's Creed of Labor Relations

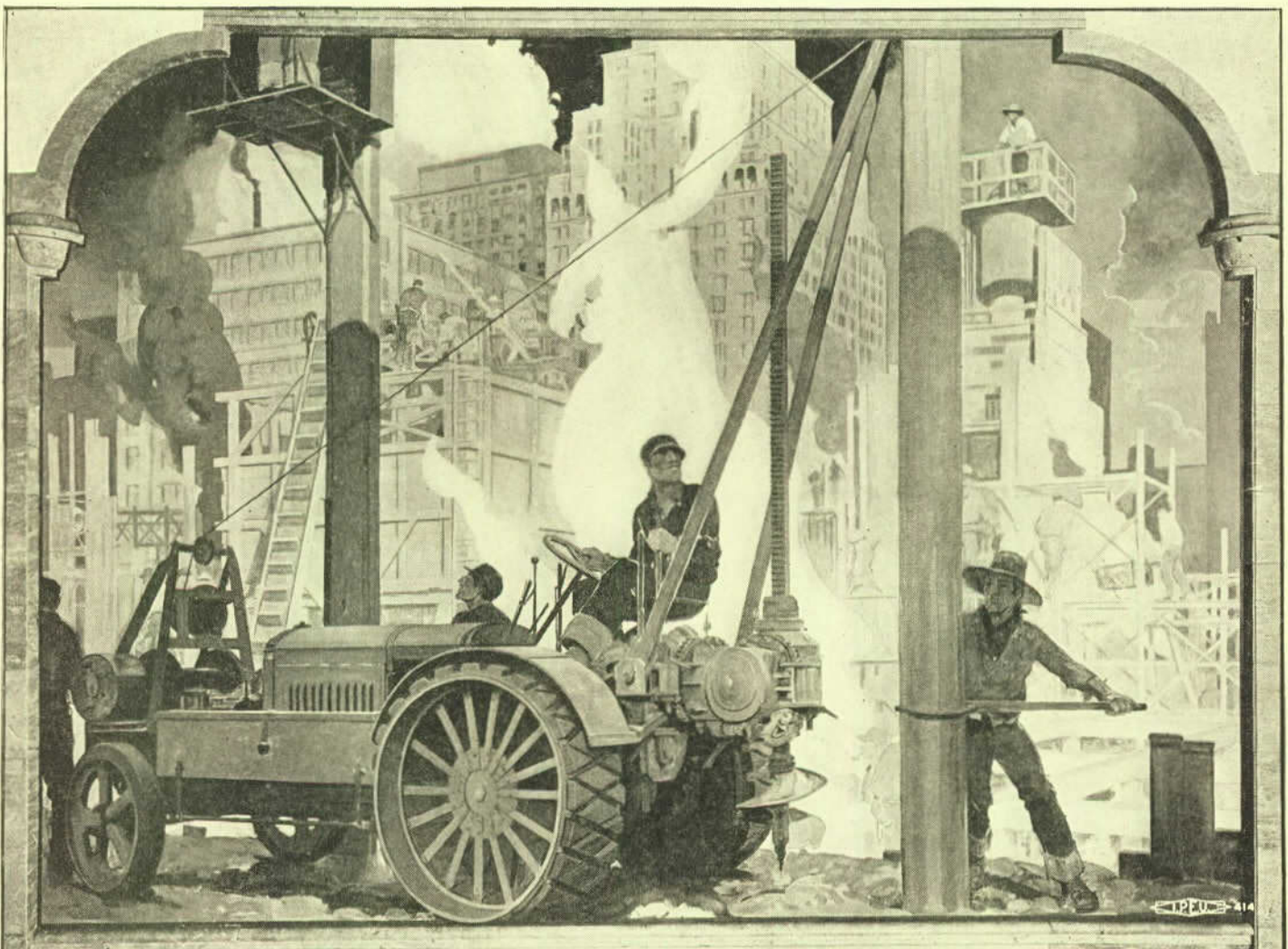


RECORDING · THE · ELECTRICAL · ERA

VOL. XXXVI

WASHINGTON, D. C., JULY, 1937

NO. 7



PROFITS  
AS A DRAG UPON PROSPERITY



# ORGANIZING *for* SAFETY



**O**RGANIZED Electrical Workers need no arguments on the general subject of organization on the job. They are already convinced of its importance else they would not be members of the Brotherhood.

Incidental to membership is the E. W. B. A. insurance, and the pension, both of which have established their economic importance to the membership.

But is that enough insurance for real safety and protection for you and your loved ones?

Wouldn't more life insurance at small cost produce more peace of mind now, and pay more bills if you should be taken from them?

Many members and their families have found it so. Many thousand I. B. E. W. members carry group life insurance in Union Cooperative.

For example, in 1936, Union Cooperative paid under group policies more than \$500,000, in twenty states, the District of Columbia, and Canada.

Your Local Union, your members, and their families would undoubtedly be better off if organized for further safety and protection through group life insurance.

Local Unions numbering less than fifty members are not eligible under the insurance laws for a policy. Many life insurance companies will not insure any labor unions.

*Union Cooperative will gladly co-operate  
with your Local Union in the adoption  
of such a plan, for safety and protection.*

## UNION COOPERATIVE INSURANCE ASSOCIATION

*(A legal reserve life insurance company)*

1200 Fifteenth Street, N. W.

Washington, D. C.



# OFFICIAL ORGAN OF THE INTERNATIONAL ELECTRICAL WORKERS AND OPERATORS

PUBLISHED MONTHLY

G. M. BUGNIAZET, *Editor*, 1200 15th St. N. W., Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.

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## Magazine Chat

Perhaps our regular readers are not aware of the fact that we have a large reading clientele outside the union. The Journal goes to most college and public libraries, but it is purchased also by many employers and other persons interested in the electrical industry. This public has widened during the last few years.

From one such reader who is not a member of the union, we have received a letter of great interest.

"The April issue of the Journal of Electrical Workers is a fine one. Several articles are so good that they deserve the widest circulation and probably will get some of it. I cannot too much admire the good work you are doing along most lines.

"The Mazzini motto is my own—not too popular a motive. Your first editorial and second are particularly good—the fifth is great. The article on "Judges Have Passion for Power" is one of the most cogent discussions of this subject. The "Supreme Court Is Inconsistent" is also a good article. Others hardly less so.

"Congratulations. I do say it sincerely."

Then he adds:

"The quotation from Jefferson on the pride and power and unique lack of responsibility of judges is well chosen—a searching, challenging condition. In many trade organizations, everyone is amenable to discipline except the Counsel, who alone gives opinions by which all must abide. Who gives him his orders remains a mystery between himself and his God, whoever that may happen to be—without any irreverence, of course."

It is estimated that there are probably 10,000 subscriptions outside of the union and many more than that number in readers. Our Journal goes to many foreign countries. We reach technicians, scientists, educators, as well as employers in this great new field.

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Courtesy of Corcoran Gallery of Art.

Poker is the great American game. Whether men who go in for making huge profits do it for the love of money or power, or merely for the sake of playing the game, they must revise the rules of the pastime. A painting by John Beauchamp entitled "Stud Poker"







# THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

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NO. 7

## Reform Does Not Halt Soaring Profits

THIS article might be entitled "Washington Headaches." Though prosperity is beginning to shine on great sections of the population, the United States has not arrived at that stage of development where the economic system is completely in the control of social forces. This is evidenced by the large number of unemployed, which figures have shrunk very little during the strenuous efforts of government to combat depression, and reconstruct economic life.

Business men are saying very little about profits. They are saying a great deal about the interference of government with business and they are impatient with all reform. Business men are aware of the fact that the economic system admits of partial control. They are keeping this fact dark also. The New Deal represents a new party in power, a new political alignment. It represents more than that—a whole new economic philosophy.

Behind the scenes in Washington, economists attached to various government departments have been studying with microscopic lenses the workings of the economic system and sought to advise the President in such wise as to avoid recurrence of the debacle of 1929. Whether they have learned enough to give sound advice, or whether social control has been achieved to that degree and pitch that the advice can be taken, only the future can reveal.

Economists who sit in dusty little offices and, like scientists, survey the havoc of 1929 and chart the course of the economic upturn of 1934 seek no publicity; they get no publicity. Their problem is to discover and to know. What they appear to be doing is to study the relationship of three great factors of economic life and the effect upon each other. These factors are:

Profits  
Prices  
Wages.

They have hit upon the phrase "working equilibrium." The phrase is a good one because it is accurate. If prices, profits and wages move in the right direction to each other, there is prosperity. When they get out of line in respect to each other, there is a falling off of business. This is why there are so many headaches in Washington. Just now the equilibrium is not as perfect as it was in 1934.

Some of the facts these scientists have discovered about the action and reaction in business are the following: The major

**Profits of leading corporations for the last quarter of 1936, greater than in 1929. Price factor studied. What about wages?**

contributing cause to most depressions is failing purchasing power. In a study of 20 business cycles, that is, rise and fall of business, depressions and booms indicate that the upturn of business usually depends upon the downturn; that the average downturn is about 20 months and the average upturn about 25 months.

Unlike past depressions and booms the great depressions through which we have just passed lasted 45 months. The upturn, beginning in 1934, has lasted 49 months.

Returning now to causes, it is interesting to know that for seven years, between 1922 and 1929, there was roughly about a 30 per cent gain in technological efficiency. This, in manufacturing industries. Wage earners in these same industries made a gain roughly of only 8 per cent. Production increased about 35 per cent, and profits increased about 85 per cent.

Something had to be done about these problems, and it is a fact that they moved into three directions: (1) They went into foreign investments; (2) they were used for heavy speculation in stocks and commodities in the stock exchanges; and, (3) they were diverted back into business for an excessive increase in production equipment not fully needed.

Between profits and prices there is a close and inescapable relation. Price might be defined as a mechanism by which profits are collected. Due to the concentration in ownership and control in private hands in that period between 1922 and 1929, prices did not fall very rapidly, probably only five points. What is occurring now to give headaches to Washington economists is that profits are increasing very rapidly and showed in the last quarter of 1936 that they were larger than in the last quarter of 1929. At the same time prices are going up at an abnormal rate. Index of prices shows that since October of 1936 prices have gone up six points, from 80 to 86. For instance, the Aluminum Company of America showed a net increase of 118 per cent in 1936 over 1935. The Pullman Company showed a net increase of 2,419 per cent. The United States Steel Corporation

showed an increase of 4,311 per cent. These figures are staggering, as the tables show on next page.

There was a flurry of interest recently when the President of the United States made a statement declaring that prices in certain industries were too high. These prices receded at once. There was a resultant flurry on the stock exchange. The whole problem is tied up with the important question as to whether democracy can control the economic system. Labor has already spoken about the present state of the union in respect to the wages, profits and prices. In a statement issued last fall, President Green of the American Federation of Labor said:

"Many industries, by speed-up methods and technological improvements have greatly increased the worker's production per hour. This has sometimes placed an added work load on the wage earner for which he receives no corresponding gain in pay. Figures comparing manufacturing industries in general in 1935 and 1936 are not yet available, but we have enough records of different industries to show the trend. In automobiles in 1936, gains in production per worker have been double wage gains; in the boot and shoe industry, production per worker per hour has increased 10.5 per cent, while the worker's earnings per hour have actually decreased 2.6 per cent. Steel and fabricated metals are also among the industries where technological changes have increased productivity. When records for all are available they will unquestionably show that the upward productivity trend of recent years has continued in 1936.

"Profits of the larger corporations are now approaching predepression levels. In the first half of 1936, profits of 230 large industrial corporations exceeded 1935 by 58<sup>1</sup> per cent. Early reports for the third quarter show a 60 per cent increase in earnings over the third quarter of 1935 for 102 companies. The nine months gain for these companies was 55.5<sup>2</sup> per cent. Standard Statistics states: Fourth quarter earnings will be substantially above those reported for the July-September period. For the full year net income of American industry as a whole should be between 40 and 50 per cent more than that reported 12 months earlier.

"The figures on which these estimates are based cover those companies for which quarterly records are available.

<sup>1</sup> Federal Reserve Bank of New York.

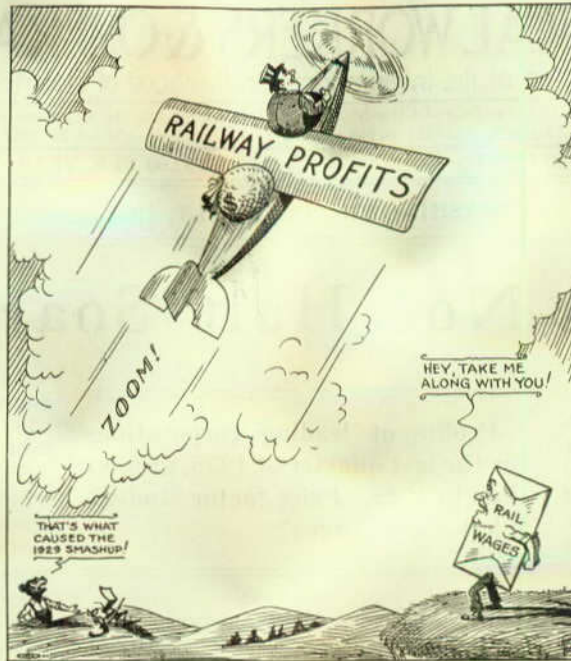
<sup>2</sup> Standard Statistics.



While these are the larger corporations and earnings of other corporations and other businesses have not in general increased so much as these, nevertheless, corporations for which these figures are representative employ a large proportion of American wage earners. Also, the figures for these companies indicate a gain in business profits which has been general throughout industry, although not always so large in proportion. Without question, American industry has been in a position to grant substantial wage increases to workers this year. That they have not done so is a matter of serious concern to all citizens, because it means an eventual shortage of buying power. Because industry is now rapidly expanding the shortage is not noticed. It will be felt when a new peak is reached and buying power fails to sustain further production.

"Instead of wage increases, industry has granted increases to stockholders. Dividend payments of 492 companies have increased 23 per cent this year over last year, rising from an average yearly rate of \$1.13 per share in 1935 to \$1.40 in 1936. The rate in 1933 was \$.78<sup>3</sup>. In September, 1935, Standard Statistics reports 56 extra

<sup>3</sup>Figures from Moody.



dividends; in September, 1936, 125. A number of companies have increased dividends to reduce surplus and thus avoid the tax on corporation surplus. Since surplus can also be reduced by increasing wages, there was no need to favor those who invest money above those who invest labor.

"Workers' weekly income has increased more than hourly earnings because hours have been lengthened. By working two hours' longer and by receiving half a cent more per hour, workers have added \$1.18 to their weekly pay, raising the average wage level from \$21.35 to \$22.53. This is a 5.5 per cent increase, somewhat more than the increase in cost of living, so that the average weekly wage of 1936 will buy 3.1 per cent more than that of last year.

"Workers' total income has increased more than either weekly wages or hourly earnings because there have been more at work this year than last. In September, 1936, employment exceeded last year by 2,250,000. Total labor income has risen 11.8 per cent from \$23,751,000,000 in the first eight months of 1935 to \$26,547,000,000 in the same months of 1936. (These figures omit farm labor.) Accounting for the rise in living costs, this represents a 9.3 per cent gain in workers' buying power, increasing our home market for industry's product by \$3,300,000,000 for the year. These figures show that re-employment is vital to the nation; buying power could have been increased vastly more, however, if wages had been raised commensurately with industry's capacity to pay, and if hours had not been lengthened."

#### INCREASE IN NET EARNINGS IN 1936 OVER 1935 FOR CERTAIN CORPORATIONS

	Net Income		% Net
	1936	1935	Increase
Aluminum Co. of America	\$20,866,936	\$9,571,206	118
American Radiator & Standard Sanitary Co.	7,344,512	2,798,860	162
Anheuser-Busch, Inc.	3,041,653	891,918	241
Electric Power & Light Corp.	7,748,913	939,526	725
General Electric (first 9 mos.)	26,533,667	17,205,332	54
General Motors Corp.	238,482,425	167,226,510	43
General Refractories	1,576,255	444,605	255
Ingersoll-Rand	6,402,306	3,560,360	80
International Paper Co.	5,159,696	-2,840,898*	282
Kennecott Copper Corp.	25,490,765	13,164,571	94
Packard Motor Car Co.	7,053,220	3,315,622	113
Pullman, Inc.	6,347,107	-273,728*	2,419
Shell Union Oil Co. (first 9 mos.)	16,512,053	4,411,649	274
Stone & Webster, Inc., and subsidiaries	1,772,937	92,628	1,814
United Gas Corp.	10,992,406	4,940,948	122
U. S. Steel Corp.	50,583,356	1,146,708	4,311
Western Electric, Inc.	18,698,049	2,620,270	614
Westinghouse Air Brake Co.	5,548,782	302,743	1,733

\*Net Loss.

#### EARNINGS FOR FIRST QUARTER OF 1937 AND 1936 ENDING MARCH 31, FOR CERTAIN OTHER CORPORATIONS

	Quarterly Net Income		%
	1937	1936	Increase
American Telephone & Telegraph Co. & subsidiaries	\$43,435,751	\$34,442,957	26
Du Pont de Nemours & Co. (E. I.)	16,013,346	14,713,782	9
General Electric Co.	11,626,408	7,086,830	64
Inland Steel Corp.	5,008,774	1,934,632	159
Otis Elevator Co.	1,306,993	422,491	209
Procter & Gamble Co.	8,198,490	4,010,510	104
Shell Union Oil Co.	3,674,479	1,681,984	118
Standard Oil Co. of California	7,889,489	2,952,958	167
Underwood Elliott Fisher Co.	1,405,432	828,661	70
Union Carbide & Carbon Corp.	9,947,712	7,502,393	33
*Union Oil Co. of California	2,200,000	400,000	450
*United Fruit	3,396,000	2,650,000	28
U. S. Gypsum Co.	1,411,622	436,617	232
U. S. Steel Corp.	28,561,533	3,376,304	746
Westinghouse Air Brake Co.	2,639,354	513,613	414
Westinghouse Elec. & Mfg. Co.	5,341,512	3,732,454	43
Youngstown Sheet & Tube Co.	4,886,019	1,897,299	158

\*Estimated.

#### CASH DIVIDEND PAYMENTS

##### Total Annual Payments at Current Rates by 600 Companies

	Monthly Average	
	1929	1936
1929	\$2,536,900,000	per month
1932	1,326,900,000	" "
1933	1,008,100,000	" "
1935	1,215,500,000	" "
1936	1,215,500,000	" "
1937:		
January	1,884,000,000	
February	1,886,900,000	
March	1,885,700,000	

Source: Moody's Investor's Service, as reported in the *Survey of Current Business*, 1936 Annual Supplement, p. 62, monthly issue for March, 1937, p. 36, and weekly supplement for April 15, 1937, p. 3.



# Two Little Words—What Do They Mean?

AMERICA is discussing the meaning of two little words—collective bargaining. When the Wagner Labor Act became constitutional by Supreme Court edict, employers everywhere went into a huddle to determine what they would do and what their rights were. They manifested most interest in the term "collective bargaining."

Labor has understood what this term means for at least half a century in the development of this country. Collective bargaining is not a vague term. It carries with it not only emotional coloring behind which lies union organization but definite stages of procedure with definite obligations and responsibilities.

For our employer friends the Electrical Workers' Journal is publishing herewith excerpts from authorities describing collective bargaining.

JOHN R. COMMONS in "History of Labor in the United States":

"The first attempt at collective bargaining, that is, a meeting of representatives of employers and employees to consider and negotiate conditions of employment, was made by the Philadelphia Journeymen Cordwainers. They were locked out in 1799 for refusing to consent to a decrease in wages. It was during winter—'the dullest season.' In a short time the journeymen sued for peace. 'A deputation from the society waited upon the employers with an offer of compromise, and they said they would consider it, and appointed a time for a committee of theirs to meet' with the journeymen. They carried on negotiations, the masters apparently in the end agreeing to the compromise."

\* \* \*

"In a few instances we find the beginning of collective action in 1850, having

**Employers are honestly searching for meaning of "collective bargaining." Labor has known for 50 years.**

as one party the union and as the other party the employers acting as a group. In general, there was little unity of opinion among employers in 1850 in their attitude toward trade unions. Some recognized that with apprenticeship rules, etc., in force, membership in the union was a badge of good workmanship, and such employers encouraged the workmen in their efforts to organize. A few even forced their employees to join the union of their trade. By the end of the year the evidences of collective action on the part of the employers became apparent in a few cases. In several instances, when a bill of prices was submitted by the union to the individual employers, the latter met together, and, after considering the matter thoroughly, either accepted or rejected as a body the terms submitted by the union. \* \* \*

SELIG PERLMAN and PHILIP TAFT in "History of Labor in the United States":

"The basic idea of the trade agreement is that of collective bargaining rather than arbitration. The agreement is made by direct negotiation between the two organized groups, the employers being willing to deal with the officers of the union as representatives of their employees, and the sanction which each holds over the heads of the other is the strike or lockout. If no agreement can be

reached, the labor organization insists on its right to refuse arbitration.

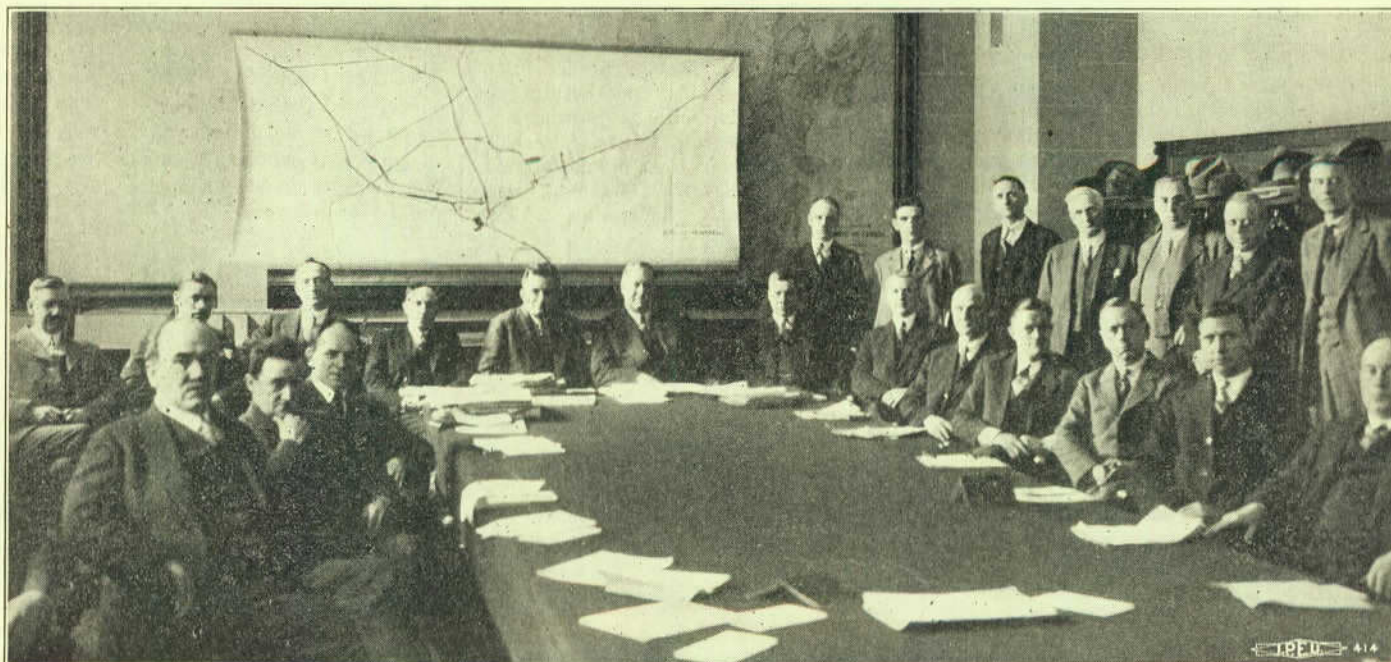
"The trade agreement, identical with 'recognition' but not necessarily including the 'closed shop' or the stipulation of exclusive employment of union members, is a written constitution of a new type of government, an industrial government, established by bargaining as an organized group. \* \* \*

CARROLL R. DAUGHERTY in "Labor Problems in American Industry":

"Collective bargaining is the process whereby representatives of a union meet with an employer or representative of an employers' association to fix the terms of employment for a certain period of time. But it includes more than the creation of an agreement. There is more to it than the negotiations lasting a week or so. It involves also the enforcement and interpretation of the agreement throughout the months of its duration. There are thus legislative, executive, and judicial phases in collective bargaining.

"The creation of the terms of employment follows usually a certain procedure. At a convention or caucus each side formulates its demands and selects a group or committee of bargainers. The groups meet at an appointed time and place, and the negotiations open with the formal presentation of each side's demands, accompanied by arguments and reasons in support thereof. Informal discussion then ensues under the chairmanship of the employers' or union's president; rebuttals are made and concessions asked. The employers, for example, may try to show that the economic situation of the industry will not support the union demands, while the union representatives may marshal statistics to prove that the reverse is

(Continued on page 325)



Collective bargaining has many aspects. It originates in groups on labor's side and the employers' side. It moves through the conference method and it must eventuate in agreement if its full intent is achieved.



# John Farmer Lights And Powers His Home

**J**OHN FARMER is sitting on his front porch in his Pennsylvania farm home one evening. He is reading his evening paper. He discovers an item to the effect that the farms of Holland are 100 per cent electrified. He finds that Germany's farms are 90 per cent electrified and that Sweden's farms are 50 per cent electrified. To his amazement, he learns from his evening paper that the greatest, most progressive and wealthiest country, the United States of America, is only 10 per cent electrified as to rural areas. He glances over his own establishment. It is comfortable, but he does not like oil lamps. He surveys his operating plant—his barns, his dairy, his granaries—and tries to visualize what would happen if he had cheap power and plenty of equipment to do his routine work.

He sits down and writes to the Rural Electrification Administration in Washington and says, "What can I do to get power on my farm in Pennsylvania?" He soon has an answer, and the following week there appears at his farm home a development man sent out by the Rural Electrification Administration, owned and operated by Uncle Sam. John Farmer and the development man talk. And the farmer's eyes open wide in amazement when he learns how easy it is to get rural electrification. They decide to call a meeting in the neighborhood. The development man tells him that the REA will only do business with a group capable of building 50 miles of transmission lines and having 150 customers in prospect.

## SURVEYS ARE UNDERTAKEN

At the meeting the development man talks plainly about the possibilities of bringing power to the farm community, and what has to be done, and what great advantages to farm life electricity brings.

**Progress made in bringing electricity to farms. REA stands ready to aid. Co-operatives chief method.**

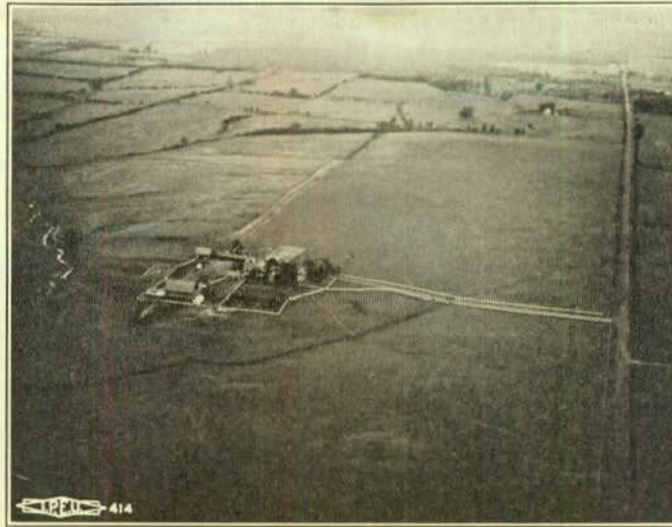
At this meeting, survey blanks are distributed and the farmers appoint a committee. The committee is composed of one farmer from each township. This

million dollars have gone to private utilities and \$1,250,000 to publicly owned utilities.

The farmers, under the leadership of John Farmer, are told all initial expenses for launching the project will be taken out of their loan. The Rural Electrification Administration will pay a lawyer for the group and pay for an engineer, and make recommendations for competent people to carry on the work. These farmers are told they can get money from the REA at the low interest rate of 3 per cent and they can pay back the sum to the REA over a 20-year period. The REA will even help the farmers select a competent manager to manage the co-operative. Good technical information and advice are also given farm co-operatives. They are told how to get the power into their homes and barns on the farms. They are told what good electrical materials are.

**The Rural Electrification Administration recommends to the farmers that only good mechanics be employed.**

It is in this wise that Uncle Sam is throwing his protective arm around John Farmer and seeking to fulfill the Rural Electrification Act. The farmer is loaned money to wire his house and barns; he is told what good equipment is; and what return he may expect from each individual motor and other gadgets. He is advised that the Rural Electrification Administration will not run into violation of any code practice. As John Farmer moves along in the building of his co-operative, he learns, too, that Uncle Sam wants him to get power at a reasonable return. The farm co-operative becomes a large purchaser of power at wholesale rates. The REA considers a good wholesale rate is 10 mills per kilowatt hour.



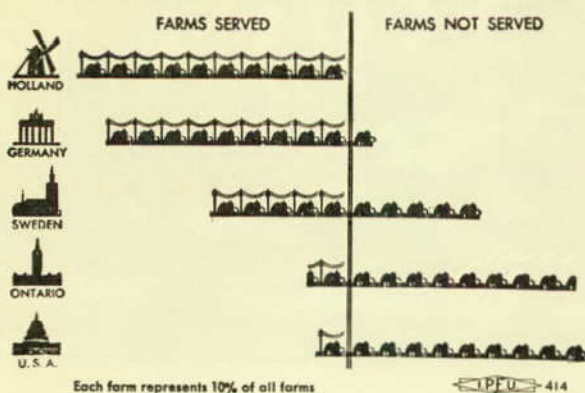
A view of the Rosedale Model Electric Farm, set up in Virginia by the Rural Electrification Administration. This was a 100 per cent union job.

Courtesy REA.

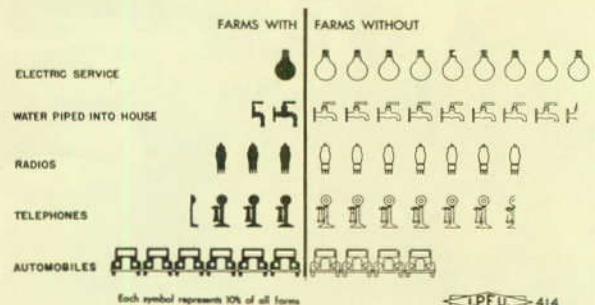
committee makes surveys and determines how many will purchase power if power is brought in at reasonable rates. These studies are sent to the Rural Electrification Administration. They are studied. Then the farmers' group is told what it can do. They organize a co-operative. They are told that REA is charged by law to encourage the organization of co-operative groups for the building of transmission lines and the purchase of power. They are told that of the \$59,000,000 allotted for this purpose under the law for the REA, \$55,750,000 has been used for co-operative development. Two

house and barns; he is told what good equipment is; and what return he may expect from each individual motor and other gadgets. He is advised that the Rural Electrification Administration will not run into violation of any code practice. As John Farmer moves along in the building of his co-operative, he learns, too, that Uncle Sam wants him to get power at a reasonable return. The farm co-operative becomes a large purchaser of power at wholesale rates. The REA considers a good wholesale rate is 10 mills per kilowatt hour.

## RURAL ELECTRIFICATION IN VARIOUS COUNTRIES



## AMERICAN FARMS ARE BEHIND THE TIMES



Courtesy REA.





JOHN CARMODY

the dynamic administrator of the rural electrification program.

### CHEAP WHOLESALE RATES SOUGHT

As John Farmer proceeds in his exciting adventure of getting light and power for his farm home and plant, he learns that the Rural Electrification Act will permit Uncle Sam to erect generating plants as a yardstick for the adjustment of wholesale power rates to the farmers. Two such plants are under construction with Uncle Sam's money in Iowa. He is also handed a list of important suggestions by the REA representative. These suggestions carry interest to electrical workers, in particular, because their jobs are affected by the Rural Electrification business.

### IMPORTANT SUGGESTIONS TO ORGANIZERS OF REA PROJECTS

These suggestions are of value to organizers of all types of projects (including those sponsored by municipal plants and private utility companies), but are intended primarily for organizers of projects to be owned by co-operatives or non-profit corporations.

1. Get and read carefully REA literature explaining its purpose, plans and procedure. Then tell the farmers and other rural residents of the county, or project area, who are not now receiving central station service, what REA can do for them. Make use of all available means of publicity—newspapers, radio, telephone, mail, personal contact, etc.—to acquaint residents of your area with the opportunity to get electric service.

2. After due notice, hold a mass meeting of all interested persons in some

central place. One or more persons familiar with the REA literature should state the purpose of the meeting and give needed information about REA. Pertinent questions should be encouraged and answered so far as possible.

3. When the purpose of the meeting is generally understood, a vote should be taken to determine who is willing to take part in the development of an REA project.

4. If the vote is favorable, a temporary committee should be appointed. Besides its chairman and secretary, this committee should include one representative from each township, school district or other major county subdivision. Through its secretary the temporary committee should keep in close contact with REA headquarters in Washington.

5. While it is not only entirely proper, but advisable, that the question of the permanent form of the organization which is to apply for a loan

for the map described below.

Proceed as follows:

(1) To keep the work connected with the survey from being too burdensome upon any one person or group, a sub-committee large enough to visit all prospective customers should be appointed for each township, school district, etc., preferably by the representative of that area on the temporary committee.

(2) The members of each such sub-committee should be supplied with as many project survey blanks, in the form suggested by REA, as there are prospective customers in the area to be covered by it. Have a supply of the blanks mimeographed. If this is not practicable, REA will furnish the blanks if your approximate needs are stated. When available, members of the sub-committee should also be furnished with maps of the areas to be covered by them on which to jot down data for the large consolidated map.

(3) Every possible customer should be seen in person by a member of a sub-committee, and asked to fill out as completely as possible and sign a project survey blank as an indication of his intention to join in the project and take electricity when available.

(4) REA survey blanks ask prospective customers to promise to grant rights-of-way and easements over their property without cost. It is necessary to have such promises, because without them a loan contract cannot be negotiated.

(5) It will be useful if survey blanks are made and turned in for every person called upon, whether they sign or not. The undersigned blanks should contain as much information as can be secured. It is especially desired that they should state the reasons for the refusal to sign, whether financial or other and anything else on which to base a judgment as to the chances of the non-signed becoming an ultimate customer. Keep unsigned blanks separate from signed blanks.

(6) All sub-committees should turn in their signed and unsigned project survey blanks to the secre-

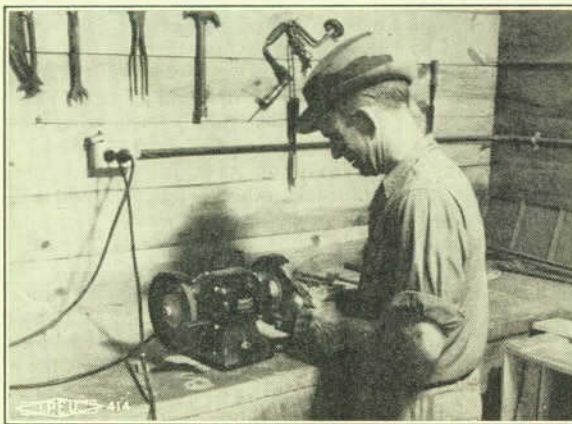
(Continued on page 324)



The type of a portable motor which is plugged in at convenient points about the farm for all kinds of uses.

be discussed at this meeting, actual incorporation should not be undertaken until after advice from REA.

6. The first important duty for the temporary committee is to arrange and supervise a survey of the project area. The purpose of this survey is two-fold: (a) To determine how many of the unserved farmers and other rural or town and village residents in the project area will take electricity if it is made available and their probable consumption; (b) To secure data



Courtesy REA.

The farmer's own machine shop where he does repair work and feeds power to various other machines that are wheeled up to this center.



# Labor Conciliation Service Takes Spotlight

**T**HE Conciliation Service of the United States Department of Labor is aptly named. Its function is just that—to conciliate, to mediate, to bring together in a friendly spirit the two opposing sides in a labor dispute, and to assist them in reaching a satisfactory agreement. Quietly, without glorification, it has operated for 24 years under the leadership of its soft-spoken director, Hugh L. Kerwin, to prevent strikes and to help settle those it could not prevent, relying on reasonable persuasion instead of force.

On the morning of Inauguration Day, March 4, 1913, at 10 o'clock, William Howard Taft signed the bill creating the Department of Labor. It was his last official act before he mounted the open carriage to ride down Pennsylvania Avenue with his successful rival Woodrow Wilson, to relinquish the Presidency to the Democratic leader. The following day President Wilson appointed Congressman William B. Wilson of Pennsylvania, a man who had been secretary-treasurer of the United Mine Workers, as the first Secretary of Labor.

With him went Hugh L. Kerwin, his secretary. They had much the same background. Both from Tioga County, Pennsylvania, they had witnessed scenes of violence and oppression in the strife between labor and employers. Kerwin continued as secretary to the first Secretary of Labor. Together they began to work out a policy for government intervention in labor disputes.

Four existing bureaus went into the Department of Labor—labor statistics, the children's bureau, immigration and naturalization. Conciliation work was intended to be a part of the new set-up. The original Act of Congress states:

"That the Secretary of Labor shall have power to act as mediator and to appoint commissioners of conciliation in labor disputes whenever in his judgment the interests of industrial peace may require it to be done; and all duties performed and all power and authority now possessed or exercised by the head of any executive department in and over any bureau, office, officer, board, branch, or division of the public service by this act transferred to the Department of Labor, or any business arising therefrom or pertaining thereto \* \* \* shall hereafter be vested in and exercised by the head of the said Department of Labor."

Operating without funds, Secretary Wilson and Kerwin began the conciliation work by enlisting the services of men in other branches of the Department. During the balance of the fiscal year to July 1, 1913, they handled 15 cases. Then Congress was persuaded to appropriate \$5,000 to carry on the service. For the following fiscal year \$20,000 was appropriated, and the amount was gradually

With Mr. Kerwin's active cooperation, this article was written shortly before his death. It is possibly his last published statement of his creed of labor relations, which has motivated, and it is hoped, will continue to inspire the U. S. Conciliation Service.

increased from year to year. Not till 1917 was it thought necessary to have the head of the conciliation service given a formal title, and at that time he was named Assistant to the Secretary of



HUGH L. KERWIN

For years he has brought to bear upon the vexing controversial problems of industry, a just and benign personality.

Labor. Mr. Kerwin's title now is director of the Conciliation Service.

"One convinced against his will  
Is of the same opinion still."

Whether he had the belief from the beginning, or whether it has gradually grown through his experience, Hugh Kerwin is strongly convinced that to settle a dispute both parties must be brought into agreement. If one is dissatisfied the dispute is not settled. He believes that the interests of employer and employees are not entirely opposed to each other, and that they can be reconciled to work together for mutual advantage. Thus the record of the Conciliation Service is a long history of patiently designed compromises into which labor and employers could enter with enough satisfaction to resume cordial relations. The commissioner of conciliation has no legal means to force the disputants to come to terms with each other; he cannot even force them to meet with each other, or with him. His technique is pure persuasion. The activity and influence of the service

have gradually increased from year to year. Since the creation of the service it has handled 15,715 specific cases, involving 17,498,095 wage earners, and in the great bulk of these cases, settlements have been reached. Always on the jump, its staff of about 50 representatives, called "commissioners of conciliation," keep tabs on every major labor dispute or incipient dispute, the country over, keeping in constant touch with the Washington office through long distance telephone or telegraph.

The men and women at present handling this difficult job are Newcomb Barco, P. W. Chappell, H. T. Colvin, James F. Dewey, A. L. Faulkner, Thomas M. Finn, E. H. Fitzgerald, Rose Forrester, Robert C. Fox, H. D. Friel, William Houston, Aaron Horvitz, J. C. Howard, Thomas P. Hyland, William C. Liller, E. C. McDonald, E. P. Marsh, W. G. Mathewson, Robert E. Mythen, J. A. Moffitt, Joseph E. Myers, J. E. O'Connor, R. M. Pilkington, C. J. Post, Thomas M. Reichart, C. L. Richardson, W. H. Rodgers, H. E. Scheck, M. E. Sherman, L. J. Smith, J. R. Steelman, Anna Weinstock, William F. White, Thomas J. Williams, M. D. Williams, W. R. Taliaferro, Jr., Henry Baker, Jr., J. L. Bernard, J. L. Conner, J. C. Cooper, C. E. L. Gill, L. S. Harding and George Kamenow.

During the six months from July 1, 1936, to January 1, 1937, they handled 523 specific cases, involving several hundred thousands of workers. While some of these cases might require only a few days of conferences, others were long drawn out, difficult and nerve wracking jobs for the mediators. The word "specific" is used advisedly. A specific dispute might embrace a dozen or more plants or factories, all affected by the same grievances.

There is no eight-hour day for the commissioner of conciliation. He may come into the city on a night train, go to a hotel for a few hours rest, then in the morning begin a day's work that ends at midnight or later. Sometimes a conference, when the employer and worker representatives have been brought together, may last 16 hours at a stretch, both sides disputing every point, yet gradually working around toward agreement. There is no overtime pay for the government representative and for his expenses while travelling he receives the regular government per diem of \$5 per day while actually away from his home office. As soon as his work on one case is finished he's called or sent somewhere else. Sometimes he is handling more than one situation at once, in different cities, staying with the one which seems to need him the most and keeping in touch with the others, ready to go when the emergency rises. The conciliator striving to bring



amity in one recent strike was in continuous conference for three days with one side or the other; then the settlement was reached after a meeting lasting for 17 solid hours, ending up at 3 a. m.

### THEY LIVE IN THEIR JOBS

Like most men whose work makes heavy demands, they live in their jobs. A great number of them, Mr. Kerwin says, have been with the service from 10 to 20 years. Originally drawn from various fields—some were state labor commissioners, some personnel men, professional, industrial executives, or up from the ranks of union labor—all eventually reach a sympathy and understanding of the plight of the underdog. But that doesn't mean discrimination in labor's favor. Many times they have advised unions to modify their demands rather than bankrupt or cripple their employer in a strong competitive field. Some of these men have had distinguished backgrounds—have been Congressmen, judges, with wide experience in the field of public relations. Among these were the late P. F. Gill of Missouri, John J. Casey of Pennsylvania, Rowland Mahany of New York, and the late George W. Musser of Colorado. Their appointment is directly through the Secretary of Labor and they are hand-picked. They work out of Washington and from regional offices in Portland, Seattle, Cleveland, Chicago, Columbus and St. Louis.

The Secretary of Labor also keeps on file a list of outstanding men in various localities who have the necessary background and character to act as impartial arbiters in labor disputes. Then when there is need for a member of an arbitration board, both sides having requested the Secretary of Labor to name the odd man, or even to name the entire board, they may be chosen from this list.

"Our policies must be elastic, and our men must be mentally alert and elastic as well," Mr. Kerwin declares. "Strikes are not alike. They are always different, sometimes vastly different. There are so many factors—the management, the scope of the strike, the personnel of the strike committee, the demands, the competition of adjacent concerns establishing the price of a product—the commissioner has to accommodate himself to the situation. Sometimes it is difficult even to get the demands definitely stated as a basis for negotiation. Sometimes, again, merely getting the demands in definite form brings the dispute half way to solution, as the men and the employer find they are not so far apart as they thought.

"At first employers looked with suspicion on anyone from the Department of Labor, possibly because of the name, 'Labor.' We must have the confidence of both sides if we are to bring them into agreement. Sometimes we are called in by the employers, sometimes by the union, or by state authorities, or local government, and sometimes we go without being called. But we are ready and willing to act with any or all parties in order to bring peace and cordial relationships."

It was bitter cold in Pekin, Ill., in February, 1926, but the strike situation was

hot. Officials of a "struck" distillery had decided to open the plant with the assistance of the chief of police. Union pickets were gassed and violently attacked; a tent used by them for shelter in the 20 below zero weather had been burned. All organized labor of this city of 17,000 furiously demanded the ouster of the police chief, reinforced their demand by tying the city up tight in a general strike. Shops, restaurants and even banks obeyed the unions' order to close up. Not so much as a cup of coffee nor a sandwich could be bought. Deliveries of coal were restricted to one ton per family, and these only when emergency could be proved. Governor Horner, holding four companies of troops in readiness, was ready to declare martial law.

### IN STEPS THE CONCILIATOR

Into this dynamite keg stepped John E. O'Connor, federal commissioner of conciliation. He knew the situation well. He had spent a week previously conferring with officials of the distillery company trying to get them to meet representatives of the strikers, following this unsuccessful effort by going to New York City, meeting the plant's board of directors, which declined to modify the position taken by the local management.

When O'Connor returned to Elgin the three-day general strike was in full swing, the governor holding off the troops only because he had been assured by the state director of labor and the adjutant general that the strikers were conducting themselves in an orderly and lawful manner. Possibly the company was now ready to confer. But the conference did not take place until O'Connor was on hand to arrange it. Then the company's attorney met a general representative of the unions, and it was agreed that the labor man would try to have the general strike called off with negotiations for settling

the distillery strike to follow. At 4 p. m. the same day business was resumed in the city, as the general strike ceased.

Twenty-four hours later union representatives and the management of the distillery agreed on a program to end the original strike. The company yielded on almost all of the workers' demands, including seniority rights, pay increase, and the rehiring of all former employees. An agreement was signed that provided arbitration in lieu of strikes or lockouts, and the plant was re-opened in a fine spirit of co-operation by both sides.

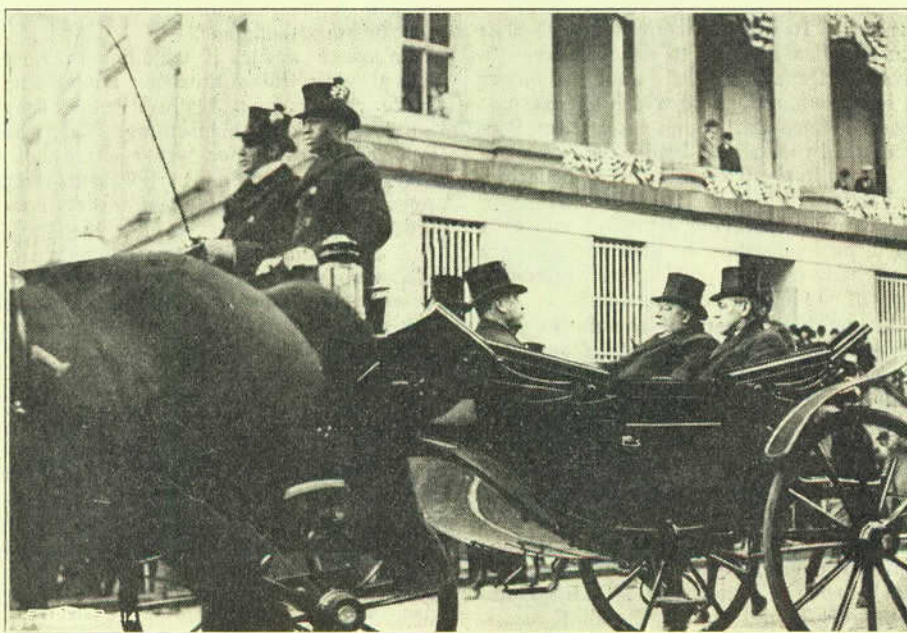
O'Connor did not write the agreement nor did he subscribe his name to it; his function was to provide a bridge for the opposing sides to come together.

This is just one of the cases thought important enough for mention in last year's annual report of the Secretary of Labor. Many times—and this means whenever they possibly can—the commissioners are able to create harmony before the strike actually develops. Here is work less dramatic but highly important to local unions and their employers.

For example, butchers and meat cutters of Wheeling, W. Va., had been working under the same contract for 11 years. They wished it revised. After discussion of the matter for a period of seven weeks, the matter was gradually coming to the breaking point. The union had requested the dealers to meet in conference, to discuss working hours, a minimum wage, and the right to arbitrate certain questions. The proposed new wage and working agreement had been mailed to each of the dealers, but these overtures had been received in stony silence until the day before expiration of the old contract, when each dealer returned his new contract unsigned and without explanation.

### CONCILIATOR SPEAKS TO BOSS

Dealers still refused to meet union representatives, though each in turn was



Harris & Ewing.

This picture dates the formal establishment of the Conciliation Service. The bill enacting the service was signed by President Taft as the last act of his administration.





Conciliators of the Department of Labor hope to avoid such scenes as this—but when strikes come, they manfully attempt to bring about settlements fair to both sides.

visited by the president of the local union. He thereupon called the Department of Labor for a conciliator. What the commissioner said to the meat dealers we do not know but it is on record that he arranged a joint conference, lasting only three hours, which resulted in an agreement satisfactory to both sides.

The federal conciliators' biggest job so far in 1937 was the General Motors strike, lasting 44 days. Commissioners James F. Dewey, John O'Connor and E. C. McDonald were on the Michigan battle front. Governor Murphy conferred with them constantly, respected their judgment. Great hostility on both sides had to be overcome before the issues could even be set forth for discussion. As the whole country knows through press reports, President Alfred P. Sloan of General Motors refused repeatedly to attend conferences even when requested by Department of Labor Secretary Frances Perkins. It was this circumstance that caused Miss Perkins to ask Congress to give the Department of Labor the power of subpoena, a demand which she has not pressed since that time. Assistant Secretary Edward F. McGrady's efforts were also used in the General Motors situation, and it is due both to federal conciliators as well as to Governor Murphy's constant work for peace, that the strike was finally brought to a settlement. There were eight days of mediation conferences.

Although members of the national or state labor relations boards frequently are called upon to act in labor disputes, their functions and authority and those of the federal conciliators do not conflict or overlap. The National Labor Relations Board has legal authority; it can bring a recalcitrant employer into court where the board's attorneys may state the case against him and he may be judged in contempt of court after the court has upheld the board's rulings. The NLRB's functions are: To determine who shall represent the employees for the purpose of collective bargaining, for which purpose the board has the authority to conduct employee elections; and to prevent em-

ployers from engaging in unfair practices which destroy the opportunity to bargain collectively. Since the Supreme Court has upheld the constitutionality of the law creating the National Labor Relations Board it is clothed with legal authority which must be respected.

The Conciliation Service has no such authority. In an interview with your Journal representative, Mr. Kerwin stated its position thus:

#### AMBASSADORS OF GOOD WILL

"The Department of Labor has no power, and exercises none, to make decisions or awards in disputes submitted for adjudication. It cannot hand down an award and then demand that the parties at interest abide by its decision. The work of the conciliators therefore is diplomatic; it is not judicial. It is not to hear both sides to a dispute and then make a determination, or to pass judgment or make decisions.

"In other words, if conciliators were clothed with the authority to hear and decide issues in a trade dispute they would cease to be mediators. When the Department of Labor was created both labor and management representatives approved the policy of voluntary conciliation.

"The conciliators, therefore, are really industrial peacemakers endeavoring to get contending parties together so that they may more readily solve their own problems in their own way.

"They suggest methods and alternatives that have proved successful in other instances and that will tend to bring about the resumption of peaceful relationship between the employer and his workers. The Department does not endeavor to impose its viewpoint upon the employer or the worker, but seeks to find some basis of just settlement that will be acceptable even though sometimes it might not be entirely satisfactory. In a majority of the cases handled by our conciliators it is found that by pursuing this line of policy a better feeling between the employer and employees exists when

the case is terminated. In that way barriers that kept employer and employee apart have been removed, and the way paved for freer relations and a better and proper grasp of the respective rights and corresponding obligations of all parties concerned.

"The work of the government representative in a trade dispute is directed toward finding a common ground for agreement which the disputants, in their eagerness for advantage or in the heat of their controversy, had overlooked. From growing experience and knowledge the commissioner is able to appeal with pacifying effect to the wise self interest of both parties.

"He aims to bring into a case first of all an arrangement whereby employers and employees will jointly endeavor to settle their own problems in their own way, and if this be impossible, to arrange conferences at which the commissioner will act as an advisor and mediator in an effort to bring about a settlement. Failing in this he works out a plan of voluntary arbitration and endeavors to have the parties at interest agree to accept this method of adjustment."

There is not much difference in meaning between the words conciliation and mediation; the service uses them interchangeably. But arbitration is something else; it is for both parties to the dispute to submit the matter involved to a third party (person or board, agreeable to both) binding themselves to abide by his decision. Because this decision never can be entirely satisfactory to both sides the Conciliation Service does not like to engage in it. Once a conciliator has handed down an arbitration decision, they say, he's generally through in that locality, because try as he may, he is likely to lose the good will of one side or both—that's how human nature works.

The best settlement of industrial disputes, Mr. Kerwin says, is for the company and the union to come to an agreement voluntarily and without mediation; next in order is mediation with the friendly aid of a conciliator; third is arbitration; "and any of these is preferable to the continuance of a controversy."

Strikes and lockouts are adjusted or prevented through the following methods, using whatever means seem best to fit the situation:

1. Through conciliation and mediation, by aiding the disputants to settle their differences through negotiation.

2. By the commissioner, drawing on his knowledge of trade agreements in the same industry, developing a plan and using it as a basis for discussion at a meeting between employers and employees.

3. Through the commissioner, upon request of both parties, drafting a plan of settlement and submitting it as a recommendation.

4. By devising methods of arbitration through disinterested parties or through parties selected by the disputants and a referee selected from outside the industry, or named by a federal or state official.

5. Commissioners are frequently required to make independent investiga-

(Continued on page 322)



# Building Trades Enter International Field

Geneva.

ONE million building tradesmen of the United States will be interested to know that their industry is no longer purely a domestic industry. Traditionally, building tradesmen have regarded the great construction business as one untouched by international complications. They have considered it hardly a national industry, but one organized on a local or regional basis. However, representatives of 51 nations, meeting in this old town of Geneva during the month of June, have arrived at the conclusion that the construction industry, taken in the large, has common problems and common solutions for each country of the earth. This world economic assembly, to which the United States has sent delegates, including five labor representatives, has dealt with two draft recommendations and one draft resolution of far-reaching importance.

Under the stress of depressions recurring the world over, the nations have concluded that something permanent must be done about the business cycle with its ebbs and flows; and the draft recommendations and draft resolution in question is an effort to meet this vexing problem. The draft resolution provides for the setting up of an international public works committee made up of experts from banking, economic and engineering fields with representatives of employers and labor but with full control in the hands of the governing body of the International Labour Conference. This committee is a policy committee without power but one which, if organized correctly, may have marked influence upon the direction of public works in every country involved. Draft recommendation No. 1 provides for the full study of all matters pertaining to, and germane to, the subject of public works. The language is broad. Every type of public work is to be treated, including roads and bridges, railways, agricultural land reclamation, canals, soil erosion, water supplies, docks and wharfs, ship building, airports, all sorts of building and construction works, electric stations, gas works, telegraph and telephone. Armaments are not expressly stated. Repairing is to be done on work being done on federal, state, municipal and regional authorities. A sharp distinction is made as between emergency relief work and planned public works. The idea is that the committee hopes that under a system of public works properly planned there will never be a need for emergency relief work, at least the need will be greatly lessened.

The second draft recommendation is of far-reaching interest. It provides for national planning of public works and involves profound economic concepts. The question of proper timing of public works gave occasion for a long debate in the committee. The international committee which is to be set up is supposed to study the trade cycle as if it were a controllable set of circumstances and to

**International Labour Conference faces problem of public works. Planned economy involved. Geneva sets up international committee.**

take steps to provide remedies for such control. A national co-ordinating body is advocated, which will centralize information and encourage the preparation of public works in advance of the need. Questions of financing and questions of taxation are to be studied and confronted. The prevailing rate of wages is set as a proper standard.

The representatives of the United States have played an important part in these deliberations at this Conference; in fact, it is not too much to say that Americans have played a most important role on this committee. Otto J. Mallery, of Philadelphia, represented the government, Arthur Paul and A. J. Wasserman, of Philadelphia, represented the employers and M. H. Hedges represented American workers. This year's International Labour Conference is indicative of the importance that this international deliberative body is taking in international affairs. Many policy-making officials have for the first time sat in this Conference, as indicated by the following table:

Eight ambassadors
Nine consuls
Six ministers of labor
Seven assistant ministers of labor
Twenty-six ranking government officials

Many of the most powerful labor leaders in the world are sitting in this Conference.

The delegation of the United States of America includes the following:

## GOVERNMENT DELEGATES

Mr. Edward F. McGrady, Assistant Secretary of Labor.

Miss Grace Abbott, professor of public welfare; editor, Social Service Review, University of Chicago.

## ADVISERS

Mr. A. Ford Hinrichs, chief economist, Bureau of Labor Statistics.

Mr. Theodore J. Kreps, professor of economics, Stanford University.

Mr. Otto T. Mallery, Philadelphia, Pa.

Mr. Verne A. Zimmer, director, Division of Labor Standards, Department of Labor.

Miss Beatrice McConnell, economist, U. S. Children's Bureau, Department of Labor.

Mr. Carter Goodrich, U. S. Labor Commissioner, Geneva; member of the Governing Body of the International Labour Office.

Mr. W. Ellison Chalmers, Assistant U. S. Labor Commissioner, Geneva.

Mr. Llewellyn E. Thompson, vice consul, Geneva.

## EMPLOYERS' DELEGATE

Mr. Henry I. Harriman, chairman of board, Boston Elevated Railway Company.

## ADVISERS

Mr. Robert R. West, president and treasurer, Riverside and Dan River Cotton Mills, Danville, Va.

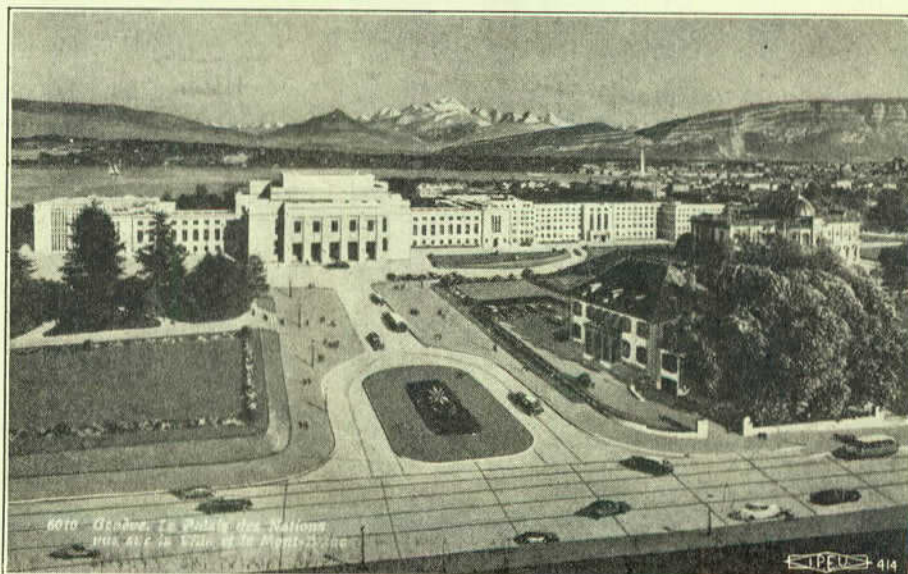
Mr. William Menke, chairman of board, Menke, Kaufman and Co., New York, N. Y.

Mr. Charles M. Winchester, chairman of board, J. B. Lyons Co., Albany, N. Y.

Mr. William Stix Wasserman, Philadelphia, Pa.

Mr. Arthur Paul, Dextdale Hosiery Mills, Lansdale, Pa.

(Continued on page 320)



LEAGUE OF NATIONS BUILDING, GENEVA



# The Soul of Italy Speaks Through Silone

**T**HE Italy of Garibaldi still lives. Towered over by a structure of military power, Garibaldi's Italy moves along beneath, with the voluminous force of a great river. This Italy which many Americans have thought was dead, dead forever, is caught in the pages of an entrancing book by an exiled Italian by the name of Ignazio Silone. The book is "Bread and Wine", published in a good translation by Harper and Brothers.

The central figure in this book is an idealistic Italian by the name of Spina who was forced into exile by Mussolini and returns to his country disguised—disguised as a priest. He mingles with the peasants and workers, trying to reform the scattered forces of democracy.

"Liberty is not a thing you are given as a present," Spina says, "You can be a free man under a dictatorship. It is sufficient if you struggle against it. He who thinks with his own head is a free man. He who struggles for what he believes right is a free man. Even if you live in the freest country in the world, and are lazy, callous, apathetic, irresolute, you are not free, but a slave, though there be no coercion and suppression. Liberty is something you have to take for yourself. It's no use begging it from others."

This moving statement may be taken as the theme of the book. It moves like a golden thread through the narrative, but the best of the book is the candid photographic record of the life of the people as seen by disguised democrat as he moves through his old-time haunts in the agricultural sections of the country.

What pictures are here. Here are the villages with their simple inns, their bridges, the vineyards, the towers, the trees that go to make up the landscape of Italy. There is something symbolic, according to the author, in the priestly garb of this simple man:

"These vestments are descended from the primitive mystery religions, from the priests of Isis and Serapis, as, of course, you know. They were inherited by the first monastic communities in the Catholic Church, who tried to preserve the Christian mysteries from worldly contamination and to assure the essential charismatic virtues to a minority living apart from the world and opposed to the world. Thus do usages outlive the age in which they were born, and pass from one religion to another. And, now, here are you, a man dedicated to the new revolutionary mysteries, to the mysteries of revolutionary materialism, donning the dark vestments that have been the symbols of sacrifice and supernatural inspiration for thousands of years."

Ignazio Silone is an Italian of aristocratic birth, but because of his passionate devotion to liberty and

justice his sympathies are wholly with the Italian peasants and workers. He was educated in Catholic schools. At the outbreak of the World War, he declared himself a pacifist, and at the age of 18, became the editor of a radical newspaper. After the Black Shirts marched on Rome, he was forced to carry on his activities under ground. He lost several members of his family in an earthquake, and his only brother was beaten to death by the Fascists. Silone himself was persecuted, and eventually fled to Switzerland, where he now lives in exile.



IGNAZIO SILONE

The voice of Italy's suppressed millions.



BENITO MUSSOLINI

The voice of a military clique.

justice his sympathies are wholly with the Italian peasants and workers.

He was educated in Catholic schools. At the outbreak of the World War, he declared himself a pacifist, and at the age of 18, became the editor of a radical newspaper. After the Black Shirts marched on Rome, he was forced to carry on his activities under ground. He lost several members of his family in an earthquake, and his only brother was beaten to death by the Fascists. Silone himself was persecuted, and eventually fled to Switzerland, where he now lives in exile.

"Fontamara," his first novel, brought Silone instant recognition the world over. It has been translated into 20 languages and was dramatized in New York under the title "Bitter Stream." "Bread and Wine" is a choice of the Book-of-the-Month Club in America, as well as of two book clubs in Europe, one in Switzerland, the other in Holland.

The publishers think highly of this book. It is the story of Pietro Spina, a young Italian passionately devoted to liberty, who returns to his country after 15 years of exile to engage in revolutionary activities among the peasants. Ignazio has made it a richly patterned story that will be long remembered for its human incident, its profoundly philosophical quality, its salty humor, and the beauty of its writing.

Spina is at once an idealist and a man of action, whose fixed purpose is to direct his life toward that which seems to him to be right and good. Disguised as a priest, he moves back and forth between the peasants of the Abruzzi and the city workers of Rome, plotting the overthrow of the dictatorship. At the same time he is seeking, by a revaluation of his religious and social beliefs, an answer to questions which today are troubling the conscience of every intelligent and sensitive human being: What place is there for a free man in a dictator-ridden world? Is intellectual integrity still possible?

The theme of the book is of epic significance and as timely as tomorrow morning's headlines. The story—packed with action, drama, humor, and characterization—is already acclaimed abroad for its flashing insight into the minds and folkways of a people in crisis. With this second novel, Silone takes his place among the foremost world writers of our day.

We are made for co-operation, like feet, like hands, like eyelids, like the rows of the upper and lower teeth. To act against one another then is contrary to Nature, and it is acting against one another to be vexed and turn away.—Marcus Aurelius.



# World's Fairs Based Upon Electric Exhibits

By AUSTIN C. LESCARBOURA, Mem. A. I. E. E., Mem. I. R. E.,  
Former Managing Editor, Scientific American.

EVERY so often a world's fair is required to bring about a comprehensive inventory of progress. We are moving ahead so rapidly and in so many different directions that only the most elaborate exposition, such as the Century of Progress recently held in Chicago and the forthcoming New York World's Fair of 1939, not to mention the comparable exposition in other lands, can possibly disclose the marvels of our civilization. Looking ahead to our next exposition, therefore, is looking ahead to

## Wonders of electrical progress to grace all important expositions of this year, and next.

two binding posts and is an integral part of the bulb itself. In other words, bulb and mounting are one, for the lamp base and socket arrangement had not yet arrived for Westinghouse. The carbon fila-

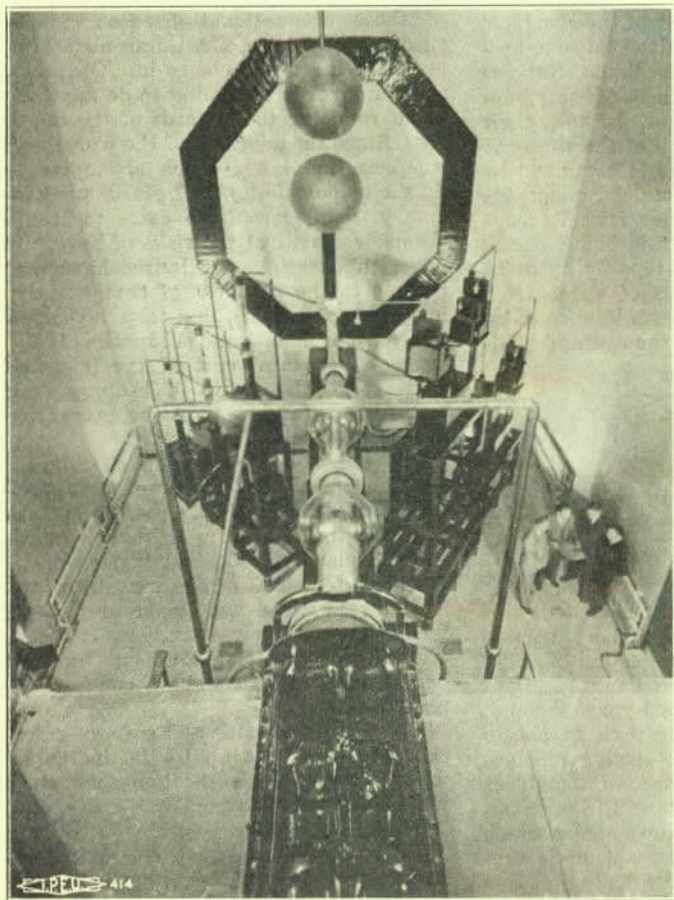
ment provides about 16 candlepower of yellow illumination, yet consumes as much wattage as our 100 candlepower bulb of today with its pleasing white light. Looking at this relic of early days, one cannot help but be duly impressed with the stupendous progress made during little over four decades,

electrical workers, George Westinghouse and Thomas A. Edison, displayed their generators driven by Corliss steam engines. The huge flywheels and flapping belts, closely packed field coils and sparking brushes, intrigued the exposition visitors with the magic and might of this new force which brought electric illumination into the wealthier homes and business places. But such generating equipment now seems like so many toys in contrast with our 100,000 kva turbo-generator units of today.

## ELECTRIC CONSUMPTION GLORIFIED

Our forthcoming exposition is certain to glorify the enormous increase in electric power consumption these past few years. Despite the recent depression, the total KWH consumption has steadily risen until it now stands at an all-time peak. And the demand is still upwards. Every home is using more and more electricity, not only for better illumination, but also for various types of appliances. The entertainment factor

(Continued on page 321)



### MORE PENETRATING THAN A 3-INCH SHELL

Powerful X-ray tube employed for the study of metallic structures as well as for the treatment of human ailments. The X-rays can penetrate through thick armor plate with greater effectiveness than a projectile.

new opportunities for the electrical worker.

As these lines are written, the writer has before him a replica of the Westinghouse electric lamp bulb used to illuminate the Machinery Hall of the Columbian Exposition held in Chicago almost half a century ago. The pear-shaped bulb is evidently the product of the skilled glassblower. The filament, with its single loop, wobbles on the slightest pretext, for it has no support other than at the lead-ins. The bulb is cemented to a flat wooden pedestal which carries

and be fully reassured regarding the vast opportunities that lie ahead of the electrical worker.

That old-time lamp bulb reflects the modest generating equipment of the early days of the electric light and power industry. Very proudly the pioneer



### FOUR DECADES OF ELECTRIC ILLUMINATION

Bulb at left is the carbon lamp of the type used by Westinghouse to illuminate the Columbian Exposition at Chicago in 1893. Lamp at right is a sodium-vapor bulb of type now being used on highways and also in some factories on experimental basis.



# Hazards Cost Billions In One Trade

**A**DOLPH GERSH, a former union painter with an extensive background of practical experience in the trade, has just written a book on the occupational diseases and industrial accidents to which workers in the trade are daily exposed. For the past eight years, Mr. Gersh has been working in connection with the problem of industrial hazards and workmen's compensation in the state of New York.

At present Mr. Gersh is the director of the extension division of the Building and Allied Trades Compensation Service Bureau and a member of the compensation committee of the State Federation of Labor. The service bureau is actively engaged in assisting workers in the construction industry to secure their just compensation when they become disabled in the course of performing their jobs.

From the compensation files of the bureau, Mr. Gersh has studied and analyzed the case histories of 646 injured or diseased painters who at one time or another have appealed to the bureau for help. The report of his findings, "Occupational Hazards and the Painter," has just been published by the New York District Council No. 9 of the Brotherhood of Painters, Decorators and Paper Hangers of America.

Here in 100 brief pages is one of the most worthwhile contributions to the study of workmen's compensation problems that we have seen in a long time.

The objectives of the book are two-fold: (1) To point out the hazards of the trade and show the painters how they can and must protect themselves; (2) to demonstrate the administrative weaknesses of the present compensation system of the state and prescribe methods by which it may be improved.

## COST REACHES HUGE SUM

The cost of industrial hazards to the painting trade in New York State alone runs in the neighborhood of three million dollars annually. The economic loss to the nation as a whole as a result of industrial accidents and diseases of all types amounts to two and one-half billions every year.

The past two decades have seen a tremendous mechanization of the construction industry. The introduction of the steel skeleton, the elevator, the steam shovel, the power hoist and derrick, the concrete mixer, the cement gun, the pneumatic riveter and the pneumatic caisson foundation have all tended to speed up the building process. The painting trade has been probably the least affected by the mechanization movement of any branch of the industry, although here too the introduction of the spray machine is beginning to revolutionize interior decorating.

As a result of the greatly increased pace of other branches of construction, the painter has been forced to speed up until he now covers from two to two and one-half times the area which he covered in a given period 20 years ago.

## Painter makes interesting study of dangers in his hazardous trade, and makes important recommendations.

As a direct consequence of this continual pressure for speed, there has been an increased tendency to take chances. Over-reaching rather than moving the platform, misjudging one's lifting capacity and hesitancy to stop another worker for momentary assistance, carelessness in hastily throwing together scaffolds from which to work and failure to allow sufficient time for relaxation of the arm have resulted in many a strained muscle, hernia, broken leg and lost limb. Fatigue and inadequacy or faultiness of equipment supplied by the contractor also take their toll in the life and health of the worker.

The 483 accident records examined by Mr. Gersh were distributed among the following causes. The miscellaneous group includes injury from being struck by other objects, from stepping on nails, from burns by lime, loss of vision from dry ceiling plaster or fresh lime-containing plaster falling into the eye and similar causes:

Cause	Per Cent of Cases
Falls:	
Ladders and horses	27.9
Scaffolds built on job	16.4
Hung scaffolds	7.0
Other falls	10.4
Lifts	13.4
Miscellaneous	24.8

Practically every paint and lacquer now used contains a large proportion of poisonous substances. The proportion of these poisons to the other ingredients has been greatly increased in recent years through efforts of industrial chemists to obtain quick-spreading and fast-drying finishes.

In addition to the increased steadiness of exposure of the painter to his paint, as a result of the speed-up process which keeps him tied to his scaffold, he is subject to greatly multiplied hazards through the use of modern paint-spraying equipment.

The air surrounding the worker very quickly becomes saturated with the toxic fumes of turpentine, benzol and similar volatiles, and laden with minute drops of lead and other poisons which enter the body through the mouth and lungs or become absorbed through the skin. Simple paper or fabric filters have all proved useless in protecting the worker. Nothing but the bulkiest of gas masks, too cumbersome and heavy to work in, have yet been devised to do the trick.

## SHORT LIFE SPAN

Small wonder that the average expectancy of life of a painter in New York City is only 46 years, while that of the rest of the population is 62 years. Living in a

constant environment of deadly poison, he is usually unaware of the gradual changes which take place in his nervous system and the structure of his blood. So slowly does he become conscious of his loss of strength and undermined health that he rarely attributes it to an occupational disease.

Dr. Emery Hayhurst, examining a group of 267 supposedly healthy painters who had been engaged in the industry for at least seven years (and most of them for more than 15 years) found that 60 per cent actually had occupational diseases, 33 per cent non-occupational diseases and only 7 per cent were normally healthy.

Yet with early detection practically all of these occupational diseases can be cured. Right here, Mr. Gersh maintains, is where the union comes in. Obviously the employer is not going to do anything about reducing the hazards of the industry. Since the adoption of the workmen's compensation laws, which attempted to fix the responsibility for hazards upon industry, employers have come to insure themselves against the risks of having to pay compensation. So injured have they become to the payment of compensation insurance premiums, that they have come to regard accidents and occupational sickness as a natural cost of the industry. They seek other ways of keeping their insurance rates low than the prevention of hazard itself.

The union, however, could maintain a health department of its own through which it could educate the painter in ways of protecting himself against the hazards and conduct periodic examination of its members for signs of disease. Detection is quite possible with modern medical technique and early treatment is essential, since great damage may be done before any outward signs become recognizable.

The work of health and safety protection has been left up to the individual worker and it is high time that steps were being taken to remedy the situation. The worker would hesitate to take a physical examination at the industry's expense, for fear of losing his job should some weakness be discovered. But being examined by his own union is quite a different matter. Should disposition toward disease be shown then, arrangements could be made to shift temporarily with a worker of stronger constitution on a job having healthier working conditions within the trade.

The union should also continue to insist upon a law requiring that the poisonous content of all paints and lacquers be clearly marked on the container in order that the worker may be aware of its presence and use greater precaution in handling it.

A great majority of the accident hazards could be removed by bringing them to the attention of the employer through the union. Often the employer is un-

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# More Light On Question Of Skill Shortage

*Editor's Note: There has recently been published a statement of Harry L. Hopkins, Administrator of Public Works Administration, given to the Committee on Appropriations of the House of Representatives. This report throws additional light on the question of the so-called shortage of skilled mechanics.*

**N**OW, there has been some criticism in the press relative to one or two things: One is that business interests seeking help cannot get help because the workers are on the WPA rolls. The second is that there is a shortage of workers of certain skill. Now, we have gone to some pains to explore every statement of that kind that we can find in the United States on all fronts. First, as to the shortage of workers of certain skills, the statement comes out that in a certain city there is a shortage of carpenters and bricklayers, and that we have bricklayers and carpenters on our rolls working for the WPA. Then they ask, why can they not get jobs if there is a shortage of bricklayers and carpenters? Now, what

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## WPA Administrator gives Congress results of investigation.

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do we find? We find that we have carpenters on our rolls, and good ones. We have some who have been carpenters all their lives and union members all their lives; but they are 52, 53, 54, or 55 years old, and when a contractor has gone to unemployment-relief agencies looking for help, we find that he has made a specification as to age, and that he will not employ anyone over 40 or 45 years of age.

### EMPLOYEE STANDARD USED

In other words, when they say there is a shortage, there is a shortage under the specification which he gives. His specification is one of a very high standard of employment. Then, we examine to see whether those carpenters of ours are good carpenters, or whether they are

incompetent in their work, and we find that at their age they would find it very difficult to do a competitive piece of work. That being true, the contractor will require men who can do more work, or show greater production per day or per hour. He cannot get the production out of them that he can get out of young men 28 or 29 years of age, and that is the way he writes his specification. The whole criticism on the face of it does not make sense as far as the building trades are concerned, when we realize that building activity today is only about one-half of what it was in 1929. With the public and private building put together, it is still only about one-half of what it was in 1929. The shortage of skilled men in the building trades is, therefore, a shortage of men of particular ages, if there is any shortage. Very often shortages in the building trades take place during a period of three or four weeks. For instance, there was a shortage at Memphis over a period of

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Even young men in the electrical field are finding artificial barriers raised against their employment, but the greatest drive is against the man over 40 years old.



# Commodity Theory of Labor Bobs Up Again

**W**ELL, they've done it again. Once more industry has gone out and had itself "scientifically analyzed" by an outside institution in order to "prove" the old classical theory that wages for this great mass of the population can and should never be lifted permanently above the barest minimum which will keep bodies and souls together.

Just who laid the cash on the barrel-head this time is not immediately disclosed, but the barrel itself was located in the offices of the Bureau of Industrial Relations of the University of Michigan. As to the kind of money that it was, it doesn't require the reading of more than a sentence or two of the bureau's bright and shining, 138-page report before anyone can hazard a good guess.

For example:

"\* \* \* Excessive wage rates, exacted by labor organizations are socially disadvantageous. Such rates are clearly above the wages set competitively for comparable services. An excessive wage rate, made effective uniformly among competing firms by a labor organization, burdens consumers of the product and subjects the wages of collaborating employees, not in the organization, to added pressure."

Or this one:

"From a social standpoint the use of rational methods in dealing with this type of wage problem is clearly preferable to the use of pressure. Pressure groups are not likely to develop critical standards of their own conduct or of the terms they exact. Their use of pressure to determine wage questions stimulates counter pressures. \* \* \* Furthermore, they seldom settle any issue so that its consideration at a later time is facilitated. (Editor's note: i.e., they really settle it.) In fact pressure methods often lead directly to new conflicts. Accordingly, these methods for the valuation of services rendered jointly appear to be socially undesirable."

And again:

"Where an employer is able and willing to pay at least the average of the wages current in the market for each key service, there appears to be a social loss when his employees follow a general philosophy of class conflict and harass him by militant tactics. Such an employer should have the co-operation of his employees, provided that his supervision of them is intelligent and humane."

In other words, what industry desires is a passive, weak-kneed labor force which will meekly and gratefully accept whatever sop its employers deign to throw it. What labor asks is when in all past history did workers ever gain anything by not unitedly resisting efforts to depress their level of earnings?

**University of Michigan department sets seal upon out-moded labor stuff. Wants service sold like eggs. Big corporations behind report.**

Industry forgets that the actions of each individual employer join with that of every other employer to produce an effect which multiplies itself throughout society, and that thus the real wage which the employer pays his employee, multiplied throughout society, establishes the purchasing power of the prospective consumer of his own product.

As we have noted above, industry claims that it desires to see an end to the feeling of class consciousness, but it certainly chooses strange ways of demonstrating that wish. It is just such performances as the publication of statements such as those which we have quoted from the present report, which is entitled Wage Determination and which admittedly "was made in response to requests of 30 companies to the Bureau of Industrial Relations," that make labor impatient.

Altogether 60 outstanding corporations co-operated in this study which was conducted through interviews between the bureau's director, John W. Riegel, and leading business executives and personnel managers at their own offices, followed up by three round-table conferences at the University of Michigan during the fall of 1936 to discuss industrial wage policies and practices.

Not one labor leader or one worker was consulted on this all-important question of how and how much a man shall be paid for his toil, but here are a few of the

corporations which collaborated in the "investigation":

Carnegie-Illinois Steel Corporation  
(U. S. Steel subsidiary)  
Commonwealth Edison Company  
General Electric Company  
Goodyear Tire and Rubber Company  
Kelvinator Corporation  
Marshall Field & Company  
Michigan Bell Telephone Company  
Public Service Company of Northern Illinois  
Sears-Roebuck and Company  
Toledo Edison Company  
U. S. Rubber Products, Incorporated  
Westinghouse Electric & Manufacturing Company.

Briefly what the report recommends is that the government help standardize the labor market for specific key labor services, throughout our industrial system, by publishing weekly the actual wages which various industries pay for those services in each locality.

## WANT WAGES TO RUN ON FIXED BASIS

In this way industry would be relieved of its present necessity of either scouting around and exchanging its current wage rates with its immediate competitors in the local labor market, as the report reveals they now do, or of paying their trade associations for making extensive local wage studies for them.

Every firm would be able to know immediately how its own wage scales compared with those of its competitors for labor; and no employer would ever be subject to the embarrassment of discovering, to his sorrow, that he was unwittingly paying more for his labor than was necessary or, worse yet, of having his competitors discover that he was doing so and thus forcing them also to maintain high wage rates in order not to lose their own workers to him.

It is easy to see that in almost no time at all after the publication of current, key service wage rates for an industrial area the average published rate for any given service would become the maximum.

As the weeks succeeded each other there would tend to be a continuous leveling off of the top rates and possibly to some extent, a lifting of the bottom rates quoted. The range within which wages for the services varied in any community would constantly narrow down until the rates practically ceased to fluctuate at all.

Carefully graded and tagged with its price, the labor of a man would soon be sold like so many eggs in the market. This is exactly the end which industry now proposes to achieve.

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Labor doesn't belong with commodities either. Labor is a service provided by human beings, and the commodity theory of labor must go.



# Labor's Friend Visualizes A Modern State

What Senator Robert F. Wagner, of New York, author of the National Labor Relations Act and many other liberal measures, says about the operation of a modern state is of great interest to labor. This article is excerpted from a discussion in the New York Times Sunday Magazines, republished by permission.

**T**ODAY, with almost 50 years of uninterrupted experience, we are hardly farther along the road to a coherent system of industrial control than we were in 1890. Both major parties sing the praises of the anti-trust laws and adopt planks based upon a diametrically opposite philosophy. Half of the laws enacted by Congress represent one school of thought, the other half the other. No one can state authoritatively what our national policy is.

My own view is that business size is a technological rather than a governmental problem. The law should not try to make business either "big" or "small." The small independent, if given a fair field, will in many instances prove his superiority in acumen, efficiency and usefulness.

In the many instances where the large-scale organization of enterprise is here to stay, the government will eventually be forced to maintain a system of economic checks and balances, by protecting the correlative organization of labor, farm and consumer groups, by legislating minimum-pay and maximum-hour standards, by equating industrial and agricultural income, and by preventing runaway price pyramiding from canceling nominal wage advances. The sooner we center our attention upon this course, instead of attempting to turn the clock of industrial organization forward and backward at the same time, the nearer we shall approach toward the ideal industrial program.

For it has been an observed phenomenon that the wage-earner's allotment out of the product he shares in creating has declined steadily for nearly a century. In manufacturing alone labor's share in the total proceeds of factory output stood at 51 per cent in 1849, at 42 per cent in 1919 and at only 36 per cent in 1933. Between 1922 and 1929 the real wages of employees increased by slightly less than 10 per cent. But during the same period industrial profits rose by 86 per cent, while in the shorter span from 1926 to 1929 dividend payments mounted by 104 per cent.

These tendencies, interrupted by the recent depression which they did so much to bring on and accentuate, have reappeared during our present recovery drive. While industrial production is now running at 18 per cent above the 1923-25

**Senator Wagner projects his own view into the future. Democracy can solve technological riddle.**

level, factory payrolls are lagging at only 1 per cent above that level. While the profits of 940 representative industrial corporations increased 51 per cent in 1936 over 1935, factory payrolls rose less than 16 per cent, factory employment less than 7 per cent and the per capita earn-



SENATOR WAGNER

He brings a calm judicial experience to bear upon the shifting problems of the industrial world.

ings of the individual factory worker on full time less than 8 per cent.

Because consumer income is too low and prices too high for more goods to be sold, production is lagging behind profits. Because there is no ready market for more production, there is no adequate stimulus to the reinvestment of profits in industry. Excess profits thus become frozen surpluses. And that is the sure road to depression.

In the tobacco industry 153,000,000 cigars and cigarettes are now being manufactured annually for every 100,000,000 that were made each year during the period 1923-25. But despite this huge increase of 53 per cent in production there are only 61 workers in the industry for

every 100 employed in that earlier period. Thirty-nine per cent have been thrown out of work. Instead of benefiting by this amazing technological advance, the average full-time retained employee is receiving a wage 20 per cent below the 1923-25 level. The consumer is paying the same old price for his smoke, or a little more.

Who have benefited? The owners and the owners alone. In 1936 the industry's return on invested capital exceeded 1929. In this striking example we have compressed, albeit on an abnormal scale, the issues with which we must deal.

There is a surprising unanimity of opinion that substantial encouragement by the federal government to the commencement of a long-range low-rent housing program would best meet every test of a sound employment campaign. Housing offers the greatest prospects for absorbing the idle, for while the index of industrial activity is now at 118 per cent of normal, residential construction lags far behind at 45 per cent.

It stands first in serving general social needs, because there is today a stupendous cumulative deficit in simple decent living quarters. It will yield the highest return per dollar spent, not only because the projects will be partially self-liquidating, but because better housing will reduce illness, crime, fire hazard, rent relief and all the other fearful costs of the slums. It offers the most inviting field for the immediate and rapidly expansible investment of private capital.

If we will dedicate the best there is in democracy to the solution of unemployment, to the perfection of social security, to the more equitable distribution of our wealth through wage and hour controls, collective bargaining and public works, to a consistent and helpful treatment of the problems of private business both large and small, to equality for agriculture, to the improvement of the physical environments in which our people live, to the full release of our marvelous productive capacities and their translation into social rather than private benefits, and to the vigilant protection of self-expression in every form—then we shall be nearer to the ideal state in our course of action if not in our final attainments.

The house-builder at work in cities or anywhere,  
The preparatory joining, squaring, sawing, mortising,  
The hoist-up of beams, the push of them in their places, laying them regular.  
Setting the studs by their tenons in the mortises, according as they were prepared,  
The blows of the mallets and hammers—  
Paeans and praises to him!

—Walt Whitman.



# JOURNAL OF ELECTRICAL WORKERS

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Devoted  
to the  
Cause



of  
Organized  
Labor

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No. 7

**New Successes For I. B. E. W.** The record of the International Brotherhood of Electrical Workers, dating over a period of nearly half a century, is attracting widespread attention throughout all industry. The calmness, the competency, the progressive character and the intelligence of its membership have not been overlooked. The Brotherhood is regarded as an excellent example of an organization that has achieved that fine balance between stability and progress.

The union operates upon two wings, so to speak, one of which may be described as discipline and the other as enthusiasm. An organization may become too stable; may possess so much discipline that it fails to go forward adapting itself to the changing policies of the times. Or a union may become too buoyant. It may toss hither and thither like a cork on a turbulent stream taking its direction with every eddy and back-current of the flood. The organization that succeeds is the organization that has a combination of these two great qualities. It must be disciplined. It must be progressive.

The International Brotherhood of Electrical Workers has made several important contributions to the labor movement. It was the first in the group insurance field. It is one of the few that has given its members pensions. It has founded a research department second to none among such labor agencies. It has a notable labor publication, the Journal of Electrical Workers and Operators. It participated in creating the Council on Industrial Relations which is unique in its approach to the controversial questions which arise between employers and unions. These are innovations, but the union is soberly aware that compacts are compacts, and has the discipline to keep agreements when they are made with employers. These are some of the qualities of the organization that are attracting attention and bringing new successes to the Brotherhood in these troubled times.

**Case Of Puerto Rico** Santiago Iglesias, resident commissioner of Puerto Rico, has written a monograph entitled "Puerto Rico Opposes Independence." He declares: "The idea of outright independence is terrifying and unthinkable to all but a group of pretentious intellectuals, 'ilustrados,' among our people. Some who have not clearly thought through the questions conscientiously feel that the island would be better off if it were separated from the States. There are, in addition, a few well-to-do, discontented professionals who would like to have the island turned over to them for their personal administration, just as there are groups of individuals in New York and Chicago and San Francisco who promote the overthrow of the federal government in favor of radicals and communism. Every community of any size has the same kind of people, only our particular group seems to have done an unusually good job of advertising, making a lot of noise through sensational news and other devices."

He goes on to paint a picture of better conditions for the workers: "The average conditions of the workers now are the highest of all times, as a result of their constant insistence for increased wages and better living conditions, so that families of the laboring class in Puerto Rico now enjoy many more of the necessities of life than they once did. It is only natural that the people appreciate the improvement of their lot and want to maintain the relationship which brought it about."

He concludes by maintaining: "The encouragement and help of the United States have been largely responsible for the tremendous improvement of the island, and our people fully realize that fact."

**Poor Co-operation!** Labor people sometimes get discouraged about the poor attendance at union meetings. They consider the union meeting a barometer of the interest of the membership in the organization. They might find some comfort in the fact that meetings of 15 companies with shares listed on the New York Stock Exchange were postponed or adjourned because a quorum of stockholders could not be mustered. It appears to be the small stockholder who is running out on company meetings, but when the small stockholder is multiplied by several thousand he becomes a determined factor in the outcome of policy making. Incidentally, the fact that major companies are having a hard time to get stockholders to meetings calls attention anew to a certain condition of non-democratic control of corporations. This is a truism, but here is some light on the question.



**Arms For Democracy** How deeply democratic nations are coming to feel about fascism is indicated by recent action taken by labor groups in the democratic nation of Sweden. Sweden is a pacific nation, and labor in Sweden has always opposed armaments. In May Swedish labor changed its policy and issued a statement that "arms are better than the yoke of tyranny." Swedish labor believes that fascism is fighting for the control of the world. It wants labor to unite against such control.

**The Path To Industrial Peace** Widespread interest in the United States in arbitration, peaceful settlement of labor disputes, and labor's contribution to an industry, comes quite naturally upon the heels of the validating of the Wagner Labor Disputes Act. Most of the strikes in this country during the last three or four years have been for the right to organize into unions. If workers have any reason for striking this is surely the prime and major reason, and justly so. Theoretically, labor has always had the right to organize, but, by means of injunctions and espionage systems, often state militias and other such barriers, labor's right has been nullified. After the right has been once admitted and achieved, labor is willing to consider fair and peaceful means for settling disputes. This has nothing to do with compulsory arbitration. This is as repugnant to labor as it is to employers. It does have to do, however, with setting up proper machinery for maintaining the goal which both employers and labor seek. Not just any sort of machinery will do. On the job there must be proper works councils, shop stewards, there must be swift and sure methods of filing grievances and getting the grievances disposed of. In the industry at large, there must be some tribunal to which both workers and employers may have easy access which is unimpeachable as to fairness which also must be habituated to examining far-flung causes and making decisions in the light of factual knowledge. It takes some time to build such an industrial technique, but it is worth the trouble when it is created.

**How Fascism Comes** In this day of rapid changes, it is well to remember how fascism comes.

1. A magnetic leader arises who hypnotizes the mob. He wins its loyalty.

2. A magnetic leader makes glowing promises which he does not hope to fulfill and which appear to promise a better standard of living for the underlying population.

3. A magnetic leader uses the pressure of mob tactics to destroy every liberal agency in his nation.

4. A mob rejoices and feels that a new day is being created because the old democratic forms are being destroyed. They expect Utopia; they adulate the magnetic leader.

5. The leader rides into greater power. He becomes all powerful. He now betrays the mob. He refuses to institute the reforms that he promised to bring the better day.

6. He conceals the rapidly falling standard of living behind a cannon. He waves the flag. He pounds his chest. He gives the people words instead of bread. Their emotions are aroused. They are beguiled.

7. No man is safe. Free speech, free press, free assembly disappears. The magnetic leader continues his pious cant about loving the masses. The standard of living falls lower. The cannons belch smoke and fire. Many die for the dictator. They have nothing.

The labor movement is a democratic movement. It must have leaders, but it must not follow leaders blindly. It must keep open the avenues of self-expression. Above all else, it must think rather than merely feel.

**Farewell To Disputes** The capacity of human beings for controversy appears to be illimitable.

It is not likely that even under co-operative society disputes will be entirely eliminated.

We call attention to the following paragraph taken from the "Inquiry on Co-operative Enterprise in Europe."

"Labor unions are friendly to consumer co-operatives. Yet co-operative history has not been devoid of labor disputes. Employees are generally organized into trade unions; employees in competitive plants often are not. The weight of evidence indicates that in co-operatives the employees enjoy better wages, shorter hours and better working conditions. Whether this is due to the inherent nature of co-operatives, to the strength of trade unions, to the voice that employees as consumers have in the selection of management, or to the fact that successful enterprises are able to treat employees better than less successful enterprises, is a question beyond the scope of this memorandum."

However, there is little doubt that as human beings embark upon the adventure of greater co-operation, there will be fewer and fewer bitter disputes.

**Days Off** These are the days when one's mind turns to the avenues of escape. We think about vacations. There is so much in this hurly-burly world that demands one's strength, thought and energy that one is likely to forget that it is sensible to take days off. There should be; and there are likely to be for workers, days at the baseball grounds, automobile trips, and quiet moments with rod and reel. A good book often can bring relaxation. The theatre is a good avenue of escape, and the movies are kept fairly free from propaganda. One should not begrudge to himself days off, even if the world is on fire, even if problems rush in on the individual. He should be quiet for a little while, and think and try to recover his perspective.





# WOMAN'S WORK



## NOT FOR LINEMEN'S WIVES

By A WORKER'S WIFE

**D**ID you ever see a moving picture that sent you out to the street at its conclusion, to walk for blocks with your knees shaking? That had characters in it so real that days later you could recall them with affection and understanding as though they were members of your own family? A movie that took you into a dangerous trade and made you feel that you were working with its workers? This is no press agent blurb. Once in awhile the celluloid does reach out and capture the true stuff of life, and when it does there's no finer, more flexible medium of recording it. The picture I'm talking about is "Slim," made by Warner Bros. from William Wister Haines' novel about linemen. Our own Brother Shappie, who reviewed this novel for the Journal, commented on the author's accurate "all-round knowledge of the game, even down to the finest details." The author himself wrote the script for the movie and most of the action takes place, not in Hollywood "sets" but up on the poles and the stupendous towers that reach their airy fabric far aloft.

But if you're a lineman's wife, don't see this show—not if you love your husband, not if you have imagination and nerves. There are actors in it you've seen many times before—Henry Fonda, Pat O'Brien, Stuart Irwin and others—but here you forget they're actors, they grow to flesh and blood. Slim, the gawky farm boy whose clothes never will fit right; Red, master of the craft he loves and its slave; Stumpy, the cheerful grunt; the foreman, affectionately called "Pop," watching over his men as though they were his children, and sending them into the danger that has to be conquered like an old army sergeant. If you're a lineman's wife, it will seem you've known these very men.

You've seen poles and towers—your husband took you out to see them—and you've seen these loaded trucks, these tools, the coils of rope, the ladders, the belts, the hooks, wrenches, pliers, the rubber gloves—they all have familiar meaning to you. But you have never mounted, as the camera mounts, following each footstep of the green lineman up the spikes, his first trip aloft, till he reaches the top of that tower and clings giddily to the steel.

You've known the hazards, too—yes, the dangers you can never forget. But you have never seen the sickening drop of a man's body through the air from that prodigious height, or the way it bounces when it strikes the ground. Believe me, you wouldn't enjoy it.

The story, too, is true to life. It isn't glamorized. It isn't new to anyone who is in this trade. Shappie has told his version of it in "Casey's Chronicles of the Work World." Linemen poets of our Brotherhood have tried to express the glory that men feel in danger, mastering the mightiest of elements; and the fellowship of the craft. Linemen's wives have tried to tell us how they felt when their men were out on stormy nights.

Even the death claims tell their story. And the death statistics that are published each year in the Journal—how heavily they lean into the linemen's column with its grim tabulations: electrocutions; burns; falls; pneumonia; tuberculosis!

The story starts with a construction crew building a hi-line, and the farm boy, with his plow horses, wild with admiration for the bronzed men, hanging around, begging for a job so that he can learn the trade. The foreman tells him to stay away, but Red, top-notch in line construction, christens him "Slim," helps him to get his chance. And—due to an accident—there is a chance; the boy starts as a "grunt," on the ground, tying equipment on lines to be hoisted aloft.

You see the construction camp, the fellowship of men, the alert and not always amiable methods of the foreman. Then payday, with the boy going to the post office and writing his misspelled letter, with money to send home to the folks; Stumpy, meeting his "red-headed gal friend" on the street corner; the poker game with the crooked card sharps in the back room of the pool hall that breaks up in a roaring epic fight. Through it you are conscious of the ever-growing friendship between Slim and his hero, Red.

Slim gets his chance to become a lineman because Red's partner drops a transformer and gets fired, and Red says he will help the boy, teach him the craft. You watch him conquer his fear of the dizzy height, learn to walk the steel fabric, wide-meshed with air, as though no gap intervened between it and the ground. That boy loved his lineman's belt so much he'd like to sleep in it.

Red had no fear of man or danger, and he was a master of his craft. Any construction camp in the country would be glad to have him. He'd turned down offers to be foreman, or superintendent. He taught the boy more than a trade—he taught him the lineman's code of life. When the company vice president came down to make an investigation that would have got Pop fired, Slim helped Red throw the man out of their room. They knew it would get them both fired, and they didn't care. They had a stake and didn't

have to work for awhile. In Red's old car they headed for Chicago.

Red had a girl in Chicago. Her name was Callie, and she was a nurse in a hospital where Red had been mended up after an accident. He always looked her up when he came to town. Callie knew that Red couldn't quit his dangerous trade—he loved it; but she tried to get Slim to quit. She taught him to dance while Red gambled. When they left Red gave her a diamond bracelet instead of an engagement ring and he ran his car down the dusty road as though a demon pursued him, instead of the thought of a wife and a home. He told Slim, vigorously and definitely, why he thought a lineman had no business to get married. But Slim had promised to write to Callie, because Red never would do that.

So when Slim was nearly killed in a fight with another lineman whom he suspected of trying to injure his buddy, Callie came on to nurse him. When he was well and was offered a maintenance job, Callie told him what he hadn't the nerve to say, that he loved her, and that she'd marry him if he'd take the maintenance job. But Red was leaving for another construction job, because Pop had called for him, and Callie told Slim he had to quit construction. Just as Red started the car, Slim went out the hospital window after him.

If any lineman's wife can watch that scene at the power plant in a sleet storm, with the broken wires whipping about among the "hot stuff" that only needs a touch to kill, and the linemen going aloft into that mad tangle of sleet and wind and crackling voltage, and if she can sit through it without a gasp, she's made of iron. There are people who never had a man in a job like that, who might be able to see it without blanching. But not you. I'm not a lineman's wife, but I think this picture has the most terrifying climax I've ever seen. Then Callie, who has followed Slim and seen him escape death by a hair, has to let him go aloft again so that the city shall have light.

There is something missing from this picture, however, something the movies usually do leave out—that's the part played by the union. It is a very real part of the lives of these men—a greater Brotherhood protecting their jobs and wages, helping them to gain skill, striving to lessen their hazards, and giving their families the protection of a death benefit that no commercial insurance company will give. You see the water pouring at Boulder Dam, but you do not see the

(Continued on page 331)



## Women's Auxiliary

### WOMEN'S AUXILIARY L. U. NO. 702, CHAMPAIGN, ILL.

Editor:

It has been some time since I have written anything for the WORKER, but I have intended doing so before now. We have been growing slow but sure. We have 31 members now and we organized the auxiliary in April, 1936.

One of our members, Mrs. Clara Elnora Egan, passed away last month. Our sincerest sympathy to the family was expressed by a letter our president sent to them, of which I am enclosing a copy.

Last fall we had a lotto party to make some money for our treasury and we cleared \$33.50, thanks to our chairman for this party, Mrs. Elsie Neill, who did a splendid job.

We are making a quilt now to sell chances on. Each member pieced a block and one of our members, Mrs. Opal Benefield, has offered to quilt it for us.

MRS. J. ED. SEDGWICK,  
Secretary.

Here is a copy of the letter sent to the family of Mrs. Clara Egan:

"To Mr. Chris. Egan and family:

"With a sincere feeling of sorrow and regret we, the women of Local Union No. 702, I. B. E. W., Women's Auxiliary, mourn the loss and passing of our Sister, Mrs. Clara Elnora Egan, 702 No. Walnut Street.

"Resolved, That we pay tribute to her memory by expressing to her family our sincere sympathy.

"MRS. ALEX TATE,  
"President."

### HOW ABOUT A UNION BUTTON?

I clearly see the logic  
Why every union man  
Should wear a union button  
Just everywhere he can,

And any place he's buying  
There should always be  
A union card plainly displayed  
For everyone to see.

So I have been wondering  
If it wasn't a good plan  
For all the union wives  
To be included, if they can.

For who spends the most money  
For the common things of life?  
Who buys the groceries and clothes?  
Usually, the Brother's wife.

If each and every union wife  
Had some sort of button to wear,  
It would help in labor's strife  
And create a sense of care.

And if all the union wives  
Would demand a union card,  
The battle for organization  
Would be just half as hard.

So let's have some opinion  
And see if I'm not right,  
For when there's UNITY at home,  
Then, UNITY means MIGHT.

MRS. J. V. WILSON,

Wife of J. V. Wilson, Local No. 569.  
San Diego, Calif.



Courtesy Modern Science Institute.

### A Summertime Surprise

By SALLY LUNN

Keep this recipe handy for the next time the cream goes sour—and if you don't want to wait for that to happen, sour cream is now being prepared by dairies, and you can order it from your grocer or milkman. These delicious hot bread rolls, with their gooey filling and caramel-topping are mighty enticing to the appetite when served fresh and hot. And you'll find they are not difficult to make at all.

The dough may be stored in the refrigerator as long as five days, and you can take parts of it and make into rolls several times during that time. There is no guess-work in this recipe about the amount of flour needed. Make it as you would a cake—following each step and measuring all ingredients accurately. Use a good all-purpose flour and a nice thick sour cream.

#### SOUR CREAM REFRIGERATOR ROLLS

1 cake compressed yeast	½ cup sugar
¼ cup butter	½ cup milk, scalded
2 eggs	1 cup sour cream
4½ cups all-purpose sifted flour	1½ teaspoons salt

Crumble the yeast into a mixing bowl; add sugar and stir together until the yeast liquefies. Let stand

about 20 minutes. Meanwhile melt the butter in the scalded milk. Beat eggs. Add sour cream, blend well with sugar and yeast mixture. Add lukewarm milk and butter and flour all at once. Beat 8 or 10 minutes (automatic mixer good for this purpose). Place dough in covered dish and allow to stand overnight in refrigerator before using. The dough may remain in refrigerator as long as five days without deterioration.

After removing from refrigerator, let dough rise in warm place to double its original bulk, or more. Knead in 1½ cups more flour. Roll out into two sheets about ¼ inch thick. Spread with thin layer of sour cream, sprinkle with brown sugar and a few nut meats. Roll lengthwise, cut like a jelly roll in slices 1½ inches thick. Place in buttered muffin tins lined with brown sugar, nut meats and a dot of butter. Set in a warm place to rise to double their bulk. Bake at 400 degrees for 25 minutes, then reduce heat to 350 and bake about 10 minutes longer. Yield —2 dozen rolls.

When only part of the dough is taken from refrigerator at a time, divide the amount of flour for kneading accordingly.



## LIST OF CO-OPERATING MANUFACTURERS

Gratifying response to idea of unity and co-operation in the electrical industry is revealed. New manufacturers are being added to the list. The following are new:

### New Additions

General Instrument Corporation, 829 Newark Ave.,  
Elizabeth, N. J.  
Crosley Radio Corporation, Cincinnati, Ohio

Leibfried Mfg. Corporation, New York City  
France Mfg. Company, Cleveland, Ohio

The complete list is as follows:

### Complete List

#### CONDUIT FITTINGS

Arrow Conduit & Fittings Corp., 419 Lafayette St.,  
New York City

Bridgeport Switch Co., Bridgeport, Conn.

#### SWITCHBOARDS, PANEL BOARDS AND ENCLOSED SWITCHES

Automatic Switch Co., 154 Grand St., New York City  
Cole Electric Products Co., 4300 Crescent St., Long Island  
City, N. Y.  
Empire Switchboard Co., 810 4th Ave., Brooklyn, N. Y.  
I. T. Friedman Co., 53 Mercer St. New York City  
Federal Electric Products Co., 14 Ave. L, Newark, N. J.  
Lexington Electric Products Co., 103 Park Ave., New  
York City  
Metropolitan Electric Mfg. Co., 14th St. & East Ave.,  
Long Island City, N. Y.  
Royal Switchboard Co., 130 West 3d St., New York City  
Standard Switchboard Co., 134 Noll St., Brooklyn, N. Y.  
Commercial Control & Device Corp., 45 Roebling St.,  
Brooklyn, N. Y.

Universal Switchboard Corp., 15 North 11th Street,  
Brooklyn, N. Y.  
Switchboard App. Co., 2305 W. Erie St., Chicago  
Hubertz-Rohs, 408 South Hoyne Ave., Chicago  
C. J. Anderson & Co., 212 W. Hubbard St., Chicago  
Brenk Electric Co., 549 Fulton St., Chicago  
Chicago Switchboard Mfg. Co., 426 S. Clinton St., Chicago  
Creppier Electric Mfg. Co., 609 W. Lake St., Chicago  
Electric Steel Box & Mfg. Co., 500 S. Throop St., Chicago  
Reuben A. Erickson, 3645 Elston Ave., Chicago  
Hub Electric Co., 2225 Grand Ave., Chicago  
Major Equipment Co., 4603 Fullerton Ave., Chicago  
Gus Berthold Electric Co., 551 W. Monroe St., Chicago  
Marquette Electric Co., 311 N. Des Plaines St., Chicago  
C. J. Peterson & Co., 725 W. Fulton St., Chicago

#### SIGNAL APPLIANCE SHOPS

Auth Electrical Specialty Co., Inc., 422 East 53d St., New  
York City  
L. J. Loeffler, 351-3 West 41st St., New York City

Stanley & Patterson, Inc., 150 Varick St., New York City  
Acme Fire Alarm Co., 65 Madison Ave., New York City



## WIRE, CABLE AND CONDUIT SHOPS

Circle Wire & Cable Corp., Woodward and Flushing Aves.,  
Brooklyn  
Standard Electric Equipment Corp., 3030 Northern Blvd.,  
Long Island City, N. Y.  
Triangle Conduit & Cable Co., Inc., Dry Harbor Rd. and  
Cooper Ave., Brooklyn  
Columbia Cable & Electric Company, Thompson Ave.,  
Long Island City

Eastern Tube & Tool Company, Inc., 594 Johnson Ave.,  
Brooklyn  
O. Z. Electrical Manufacturing Company, Inc., 45 Bergen  
St., Brooklyn  
Hoffmann-Soons Company, 387 1st Ave., New York City  
Hermansen Electric Co., 653 11th Ave., New York City  
Triangle Conduit & Cable Co., Wheeling, W. Va.  
Acorn Insulated Wire Co., 225 King St., Brooklyn

## CONCRETE BOXES AND ALL TYPES OF OUTLET BOXES

Knight Electrical Products Co., 32-36 Morton St., Brooklyn  
Standard Elec. Equipment Corp., Long Island City, N. Y.

Arrow Conduit & Fittings Corp., 419 Lafayette St.,  
New York City

## WIRING DEVICES

Gaynor Electric Co., Bridgeport, Conn.

## TELEPHONES AND TELEPHONE SUPPLIES

Automatic Electric Co., 1001 W. Van Buren St., Chicago

## LUMINOUS TUBE TRANSFORMERS

Red Arrow Electric Corporation, 100 Coit St., Irvington,  
N. J.

## ELECTRICAL SPECIALTIES

Russell & Stoll Company, 125 Barclay St., New York City

## RADIO MANUFACTURING

Air King Products, Hooper St., Brooklyn, N. Y.  
Amplex Radio, 240 W. 23d St., New York City  
Ansley, 240 W. 23d St., New York City  
David Bogen, 663 Broadway, New York City  
Continental Sound, 30 W. 15th St., New York City  
De Wald, 508 6th Ave., New York City  
United Scientific Laboratories, 508 6th Ave., New York  
City  
Pierce Arrow Radio, 508 6th Ave., New York City  
Fada Radio and Electric, 3020 Thompson Ave., Long  
Island City  
Ferguson, 745 Broadway, New York City  
Freed Manufacturing Co., 44 W. 18th St., New York City  
Garod Radio, 115 4th Ave., New York City

Estey Radio, 115 4th Ave., New York City  
Insuline Corp. of America, 25 Park Place, New York City  
Luxor Radio, 521 W. 23d St., New York City  
Motorvox, 226 Adams St., Brooklyn  
Regel Radio, 14 E. 17th St., New York City  
Transformer Corp. of America, 69 Wooster St., New  
York City  
Todd Products, 179 Wooster St., New York City  
Detrola Radio and Television Corporation, 3630 W. Fort  
St., Detroit, Mich.  
Condenser Corporation of America, South Plainfield, N. J.  
General Instrument Corporation, 829 Newark Ave.,  
Elizabeth, N. J.  
Crosley Radio Corporation, Cincinnati, Ohio

## MISCELLANEOUS

Lincoln Manufacturing Company, 2630 Erskine St.,  
Detroit, Mich.  
Leibfried Mfg. Corporation, New York City

Day-Brite Reflector Company, 5406 Bulwer, St. Louis, Mo.  
Carl Bajohr Lightning Conductor Co., St. Louis, Mo.  
France Mfg. Company, Cleveland, Ohio





# CORRESPONDENCE



## L. U. NO. B-1, ST. LOUIS, MO.

### Fourth Annual Benefit Picnic a Success

Editor:

With hard times on the wane, Local No. 1, members and friends in the electrical industry in St. Louis, picnicked to their hearts' desire from early morning all day and evening of July 17 at the Triangle Park, a noted gathering place for union organizations. It was a grand family affair. The day was ideal and the showers that threatened soon cleared for the carnival that followed. Everyone was on their good behavior, as usual.

### Committee Appointments for 1937

There were 73 members of the committee, compared to the 19 last year. What a relief this was for the few who gave their services untiringly! These 73 men worked hard for the enjoyment of all present and deserve praise for their unselfish efforts. All of the names of the committee appeared on the program, and the program is worthy of mention. The following are the chairmen of the various committees:

C. H. "Cal" Provost—Arrangements (and how he can arrange things to suit the situation).

George "Red" Angus—Program (cash-on-the-line-George).

K. "Korky" Korkorian—Public address system (all the towns in the vicinity of 100 miles knew about the picnic).

Alex "Smiles" Young—Finance (the boy who collects and pays with a smile).

W. G. "Wid" Smith—Gate (you could have the gate and he could give you the gate).

Robert "Midge" Pyatt—Bar (shhhh—he had a platform built so he could look over the bar).

Harry "Amiable" Langing—Food and lunch (none such, and plenty of it).

Eddie "Sticker" Hoock—Ice cream and soft drinks (an' how! he could "hook" you for the best ice cream and soft drinks in the park).

J. M. "Director" Thompson—Athletics (he gave you a run for the prize).

J. "Seven-Up" Morrell—Bunco (it's no bunco with Jimmie—he puts it over).

Fred "Spinner" Blind—Raffle (not a blank-bloke-blind on the wheel).

E. C. "Scotty" Dennison—Parking and machines ('and me the 'ammer hand I'll 'elp you fix it).

M. A. "Morry" Newman—Music and dancing (I can take it, too—step to my tune—and you can take it).

Charles "Captain" Burgdorfer—Chairman of the chairmen (a "good sport" to put up with all of us).

Arthur Schading and Frank Kauffman—Masters of ceremonies (who can be proud of the chairman of the chairmen, the chairmen and the committee as a whole).

### Advertising and Broadcasts

Through the courtesy of the St. Louis radio men, donors, various neighborhood newspapers, St. Louis press and—

A huge electrical neon sign, made by the students of the Best Tube School in the United States, the advertising through various channels—together with your money's

## READ

Getting up steam with the New York steam local, by L. U. No. B-826.

Notes on the biggest bridge, by L. U. No. 526.

Business manager goes 'round and 'round, by L. U. No. 308.

Air conditioning progress, by L. U. No. 732.

You'll hear more about Boulder Dam, by L. U. No. 18.

Neon school plus organized sign shops, by L. U. No. 28.

Canadian government's "new labor technique" protested, by L. U. No. 435.

"When we northern wire pullers go after anything we get it," by L. U. No. 409.

Going places on the railroads, by L. U. No. 887.

Signs that the depression is over, by L. U. No. 211.

I. B. E. W. in San Diego wins local utilities men, by L. U. No. B-465.

Government work is backbone of employment, by L. U. No. 212.

worth at the picnic, put over the best picnic Local No. 1 has ever had.

Note to Mr. Lindquist, of Local No. 83, Los Angeles, Calif.: I shall answer your letter at the earliest possible moment when I am in a position to quote the facts.

M. A. ("Morry") NEWMAN,  
A Lover of "Light" Work.

## L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

Just when I have been taking things easy our election of officers comes around on us and it seemed so long since last election I was forgetting there was such a thing as an election, but anyway, we had our election and to show our appreciation of the wonderful work our officers have done during the depression in keeping the membership together with but a very few lost members, they were returned to office without any opposition, so our officers for the next four years will be: President, Arthur Ellig; vice president, James Little; treasurer, Louis Laliberti; recording secretary, S. Jones, and financial secretary and business manager, Charles Coffrey.

And our former scribe, Brother Hilse, asked to be excused from press secretary, so our president, Arthur Ellig, out of a clear sky asked me to do the honors, so I hope I will satisfy the gang, which will be a hard job.

I sure was sorry to hear Brother Bailey decline nomination for executive board, for he has been on the board some time and was a very faithful worker for both contractors and members and I hope his successor will try to fill his shoes on that job.

Working conditions in our locality have

been very good the last year since the flood and most of the members have been working full time and it has been the best year since 1929, which I think was our best year.

I really think at this time there has been the most perfect harmony between our local contractors and our local union in some time. We have started our new year from June 1 at a daily wage of \$11 for eight hours and a 40-hour week, and I hope the same harmony with the contractors will keep up for some time to come and with our same officers on duty working for the best interest of the contractors and the contractors always ready to meet our committees at any time, and with the same officers continuing for another four years and our new agreement signed, we will expect to see good times in Springfield for some time to come.

It sure feels good to see the pictures of our international officers in the JOURNAL, and they don't seem to change a bit; but I understand our International Treasurer, Brother Hogan, is not feeling well and I hope he is feeling much better by now. Our Brother G. W. Whitford doesn't seem to get any older.

I really think many of the younger members and old ones, too, would like to see pictures of their International Office in the JOURNAL now and then and let the Brotherhood know the wonderful work they are doing.

Our members send their sympathy to the family of Brother Herbert Bennett for their loss, for he will be remembered by quite a few of the members of Local No. 7 for helping them out when the local was hard put for work around Springfield, and we sure regret his loss. I knew him personally, for I helped him when I was a young fellow just starting in the business in New York.

Hoping I have not taken up too much space in our wonderful JOURNAL.

E. MULLARKEY.

## L. U. NO. 8, TOLEDO, OHIO

Editor:

At the regular meeting of the above-named local, held on Monday evening, June 28, the election of officers for the next two years took place. In some respects it took on the atmosphere of an evening of boxing bouts, including all the usual events scheduled for such an event. In the preliminaries the contest for the president's chair was a walk-away for Frank Fischer, who was re-elected without any opposition. The next bout was for the vice president's chair and was of short duration as Buddy Henold won the decision over Bill Murphy. Then came a scrap for the office of recording secretary which was won by a comfortable margin by Bill Conway. Two other bouts were run off in a short period for the offices of financial secretary, won by Bill Limpf, and for the treasurer's job, won by Art Lang with no competition. Then the members sat up and took notice as the main event of the evening was announced, the bout for the heavy weight title of business manager, between Paul Maher and the old war horse, Oliver Myers. For the first eight rounds the bout



was a daisy as they both countered with rights and lefts to the body. In the ninth the ring strategy of Brother Myers began to show results as the points began to pile up in his favor. From then on until the finish in the thirteenth round it was just a question of waiting for a technical knockout which was finally put over in the fatal thirteenth. Brother Myers won out by a majority of some 20 odd votes.

As a grand finale a battle royal was staged for the five positions on the executive board. Thirteen candidates threw their hats into the ring and the scrap was on. The scrap saw-sawed along until some 40 ballots had been checked, then the favorites began putting across their mightiest wallops, and from then on it became a struggle between the giants, winding up with only two votes separating the sheep from the goats. The victors in this contest were as follows: Paul Maher, who had engaged in the main event, won his second try of the evening, receiving the highest number of votes. Then followed Whitey Braemer, Grant Snyder, Elmer Ledford and, last but not least, Tommie Crahan.

At the calling of the final ballot pandemonium broke loose and it was only by mighty effort that the president got the gang in order long enough to close the meeting in regular form. It was the best attended meeting of this local that your correspondent has had the pleasure of witnessing, there being over 75 per cent of the members present. After the close of the meeting most of the boys adjourned to Stone's where the battle was fought all over again. However, all those who voted got what they voted for, so no one had any right to be dissatisfied.

Prospects are that this local will continue to see marked improvements in the morale of its members and with a lot of good sized jobs coming out of the architects' offices and being put in to reality on the ground, the boys ought to be happy. I see that the "Duke" has fallen off in his production of "alleged" verse, so it behooves me to get after "Corn Cob Willie" and see what can be done to keep the proud name of Toledo on the map.

BILL CONWAY.

#### L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

Again it's time to get the copy in to the I. O. How the time does get away! Now it seems just a week ago that we mailed our last copy, however, here goes and we will do our best.

Our ever-welcome International Vice President, Brother Scott Milne, was with us the first meeting of the month of June and, as usual, gave us a really wonderful talk. He has the knack of getting and holding the attention of his listeners, our only complaint with him is that he doesn't come often enough, nor does he stay as long as we would like to have him. But we know that his district is too large for him to put in more than a limited amount of time in any one place, and his presence is always welcome in L. U. No. 18.

My fellow scribe of L. U. No. 409, of Winnipeg, Man., laments the fact that we comment on Boulder Dam so much. Brother, you haven't heard nothing yet. And here is the beginning. Sometime, about the month of September, there is due to start much activity between our city and (excuse me) Boulder Dam. The Southern California Edison Co., also our own Municipal, are planning to start construction on their respective transmission lines. We understand the Municipal will be an exact duplicate of the one just completed last October.

The cost of the completed line was more than \$22,000,000. The new line will cost as much, if not more, as materials have in-

creased in cost since the contract was let for that job.

The Edison Co. is contemplating constructing a twin line of about the same size and capacity. We understand that both lines will get under way sometime in the month of September, and, of course, L. U. No. 18 expects to control both these jobs. If we don't, someone will know that they have had an awful battle. We are not contemplating having any trouble whatsoever on either of these jobs.

And to the readers of this article, don't come in here expecting to go right to work, we have our own members to take care of first. After this is done we will then send out an S.O.S. Members contemplating coming this way had better first communicate with our business manager before coming. This is a hard burg to get by in; and especially so if one hasn't some iron men in his pocket.

L. U. No. 18 had one of its most interesting sessions last night, June 24. We had a discussion over a subject that in my long career as a union man I never have heard anything just like it. A member in good standing took the floor and requested the local union to write a letter to his employer and to state in the letter that the business manager had nothing to do with organizing the job he was on 100 per cent. (At our previous meeting the business manager had so reported.) The subject matter was rightfully referred to our executive board.

One of the things that irks me at the present time is this threat that the C. I. O. holds over us. Just mention a subject to some of the worthy Brothers, and if it is the least distasteful to them they will immediately threaten to quit our legitimate organization and affiliate with the outlaws. Just what confidence can one put in a member who continually holds this threat upon us? Speaking for myself, I haven't an ounce of confidence in him, and really such union men as he is are a detriment to an honest-to-goodness organization; but we will just have to tolerate such fellows as this until the storm blows over, which we hope won't be too long.

And now, my good friends, it will soon be vacation time for yours truly again, and we are contemplating another voyage into the high Sierras, the most wonderful vacation spot that I know of. We may visit the big trees again, as I never seem to get tired looking at them.

Our delegates to the Labor Day celebration committee report more enthusiasm at present than has been shown in many years. This is,

I suppose, because the average working man or woman feels that the ball and chain that they had around their neck was completely thrown off last April 12, by the Wagner Labor Act, and they feel now that they want to get out and really celebrate. If this spirit doesn't fade away before Labor Day rolls around, we will in all probability have the largest parade in the history of our local labor movement.

The correspondence section of the JOURNAL seems to grow bigger and better all the time. To get a view of the entire country, just read this section of the JOURNAL. In it you will read of work being done, also what is being contemplated in the future, the different electric rates in different localities, and the organizing campaign that is taking place over the entire country. All in all, I maintain we are making wonderful progress.

As I don't want to take too much space for myself, will dead end this by making one request. I would like to hear from Thomas W. Dealy, of St. Catharines, Ont. Again thanking the Editor for the space allowed me.

J. E. HORNE.

#### L. U. NO. 26, WASHINGTON, D. C.

Editor:

My friends, by the time this publication goes into circulation Local Union No. 26 will have placed into office the following members who will lead us for the next two-year administration:

Brothers A. P. Neff, president; H. P. Newman, vice president; D. S. Roadhouse, recording secretary; O. H. Ross, financial secretary; Calvert Lowry, treasurer; C. F. Preller, business manager; E. F. Koegel, E. S. Cornwall and L. C. Palmer, examining board; W. W. Mulligan, N. G. McKnew, R. V. Thompson, J. D. Bowen and E. G. Boss, executive board.

The organization has no doubt that these five men will make no other than very, very good servants and officers.

The organization committee is making excellent progress. They have at the present time placed a wedge into the ranks of the newly-formed unit of the C. I. O. in our jurisdiction, thereby not only placing a stopping block in their path, but also regaining ground that the C. I. O. had acquired. At the present time we have various sign and oil burner shops virtually signed. The efforts and cunning methods our organizer and committee have put in play have helped to make possible our progress.

For the interest of members, the following

Editor:

May I express my appreciation of the fine stories and poems contributed to our magazine by "Shappie," the one and only "Shappie," which calls to mind my first meeting with him nearly 30 years ago. I arrived in Victoria on a ship from Honolulu and of course attended the first union meeting after my arrival. "Shappie" was our recording secretary, a position which I think he held longer than has any other official of the I. B. E. W. in its history. Everyone knew that "Shappie" was the best recording secretary procurable and for many, many years none ever committed the unpardonable blunder of nominating anyone to replace him. He made all of his notes in shorthand and at the following meeting would read off a perfect transcript of everything which had occurred.

He was probably the only first class hot-wire man in the Brotherhood who was also an expert stenographer. At that time I remember that "Shappie" had just gratified his wanderlust with a trip to the old country and many interesting places and events were still fresh in his mind. Shappie and I worked together on union committees and on the poles. I saw him under fire during strikes when it was his sage advice and leadership which brought complete victory to our cause.

He is indeed a man's man, whose sterling example will lead succeeding generations of linemen to higher and greater achievements. It will soon be "Shappie's" birthday. He will be 69 years old. I joined No. 84, Atlanta, in 1904, and am now a member of No. 77, Seattle. Greetings to my old friends and Brothers from coast to coast, and especially "Shappie."

L. W. MARLOW,  
"Honolulu Slim."





CREW THAT WIRED THE VANDERBILT CUP RACE

Roosevelt Field, Long Island, last September. All are members of L. U. No. 25, with the exception of the man in the rear with the soft hat who is the Western Electric Sound Man. This photograph was sent to the Journal by Brother Robert Baker.

names composed the organization committee and will carry on the work indefinitely into the new administration; such is the proclamation of our new local union president. Organization committee: A. P. Neff, chairman; Samuel Terry, organizer; H. E. Korab, recording secretary; Victor A. Gerardi, Sr., R. V. Thompson, E. Johnson and D. S. Roadhouse. President Neff has suggested having a pamphlet issued once a month to members so as to inform and keep them in touch with all interests pertaining to the local union. You will hear more about this issue in the near future.

VICTOR A. GERARDI, SR.

#### L. U. NO. 28, BALTIMORE, MD.

Editor:

In perusing these pages we came across an item in a letter from Local No. 177 that quite interested us. It seems that a Brother was greatly honored by the local in celebrating his twentieth year as a member and who has been a member of the I. B. E. W. for 37 years. This Brother, Louis M. Barnes, we learn, was initiated in Local No. 28 in the year 1900—quite a while before our time. At any rate, we wish to add our congratulations to a former Brother of our local.

At this time we can report success in organizing the men in the neon sign shops, and this is quite an achievement. It is a great step forward and dovetails in neatly with our neon school program. It is the real answer, in our opinion, to the problem of what can be done for the graduate of the neon class. An avenue is opened up whereby the best, or even fairly good, graduates can gradually work themselves into the sign field.

Bill Mahler, of Local No. 26, and formerly of Local No. 163, Wilkes-Barre, wishes to be remembered to the boys and would like to see a letter occasionally from the home local. Bill reads our stuff when in the proper mood.

We learn that Ed Dougherty certainly can take the raps from Buck Miller. How Buck can rap is nobody's business.

Jack Taylor is a striper of no mean ability. Ask Herman Hess about the yellow striping on his car and what part Jack plays in it. You bet Jack can chew. Who is it that can bum cigarettes successfully although carrying a full pack himself? Ask Ed Dougherty; he knows.

Tarzan made his appearance in the wilds of the Scout Jamboree. None other than our

Brother Schoenfeld, who made his way up from Miami. That boy ignores briars, grass, trees, and what not—he just craves a coat of tan. He can't seem to find it in Miami.

Mike Bambino, of L. U. No. 98, must stand in or else is a great handshaker. How does he get that job? Maybe Joe Fife knows. We wonder does Brother Jim still stop at the Harris Hotel? How about that banquet, Jim? We forget the new brand of fish served.

Brother Friggel should hang a number on his back next time and there won't be any objection to his mode of dress. Fritz has his own opinion on the subject.

The Rough Riders are composed of Ed Dougherty, Buck Miller, Robinson, I. France, Slim Manuel and the scribe—and are they rough? We have to listen to all that static twice a day and when at home we must turn off the radio to secure some relief. We are contemplating installing at least two extra wheels in the rear for the back-seat steering committee. The boys are greatly interested in certain spots on the road and they love to tarry a bit before winding up at home.

Buck Miller is expecting a job outside of our line. We wish Buck a good deal of luck—and we mean this sincerely.

R. S. ROSEMAN.

#### L. U. NO. 77, SEATTLE, WASH.

Editor:

Who is the fellow that went and put the skid grease under the last two months when I wasn't looking? Doggone it, anyway, seems as though I just got acquainted with May when along came June and kinda lulled me into a trance with a nice warm smile and if she hadn't broken out in a week of tears and woke me up I guess I would not have been able to write this short letter.

Guess the first thing to say is that Local No. 77 and Local No. B-741 have grown so fast the last year that we found it necessary to move to larger quarters. Our new address is 1406 Textile Tower, corner Seventh and Olive; phone, SEneca 1744.

There is a lot of news in the offing but it won't be in port until the middle of next month, so will fill in with what I have. Election of officers is in progress but it will take until the last of the month to get the final returns, as we have members scattered all over western Washington and it is impossible to have an election over with in less than a month from the time of nominations.

We are sorry that we didn't get all the arrangements made concerning the annual picnic so as to get an invitation to all the boys in the June JOURNAL, but will do the next best thing and try to tell you about it after the big day, July 17.

Locals No. 77 and No. B-741 wish to extend their heartiest congratulations to President Tracy, the I. O. officers and the boys in the New York area affected by the agreement with the Consolidated Edison System and we hope that they have the best of relations in all their future agreements with this employer.

Here is a bit of news that came to my attention while reading the May 22 issue of the *Electrical World*, and I wish that somebody would inform me if it is a misprint or have the big utilities an executive big enough to dare make such a statement. This is what this one says:

*"Under present conditions, no plans can be considered fully co-ordinated which do not adequately reflect the rights and interests of labor as well as of capital, management and the consumers, in the operation of utility companies. The employees of our companies now constitute one of the most loyal and efficient working forces of any industry in the United States, but this invaluable asset can only be retained if our plans provide for the maintenance of satisfactory working conditions, adequate security and liberal compensation."*

The entire issue of May 22 *Electrical World* was taken up with articles concerning co-ordination and this statement was made by Ernest R. Acker, president of the Central Hudson Gas and Electric Corp., under the title, "Co-ordinated Planning Imperative."

If Mr. Acker really practices this statement in business, then I would like to send my regards to a man who is big enough to write such a statement for reading before the E. E. I. convention, and to have the only article on the above subject that took labor into consideration.

IRVING PATTEE.

#### L. U. NO. 145, ROCK ISLAND, MOLINE, ILL., AND DAVENPORT, IOWA

Editor:

We of the Mississippi Valley are still on the map, even if the P. S. has been laying down on the job. Since 109 and 145 have been consolidated together, our B. A. has been on the jump, as 145's territory is extended many miles in Iowa and Illinois. There is quite a lot of rural lighting under construction, both in the building of power houses and lines and then to the wiring of farms under the supervision of Brother Jack Kreig. The local put on Brother "Cork" Winterbottom to help B. A. Woods in the discharge of his duties.

All the men have been busy for some time now, but a few big jobs like the dams and the high school and the armory coming to an end, but there are new jobs coming up in their places. The boys were lucky in receiving their increase to \$1.30 an hour without any loss of time.

It is with deep sorrow that we of No. 145 report the death of our late Brother James Leo Sheean, better known to the boys as "Leo." Although he has been ill for the last two years, yet his passing away was sudden. Leo was a well liked man by all who worked with him and we will miss him. May he rest in peace.

The weather man has sure been throwing the heat on us with the temperature 97 degrees, which is not so good to work under when there is good fishing.

CLOUGH.



## L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

We have been so busy around this section of the country that ye olde scribe has apparently fallen down in his duties toward this column. Nevertheless, here we are again and pleased to report that all our jobs are progressing nicely and all of our men are at work.

We are enclosing a picture of the new Pillsbury Mill addition, which with the Allis Chalmers new unit just finished have been two of the largest industrial projects in this section and have provided a great deal of work for our members.

Brother Lester Schoening is in charge of the new Pillsbury Mill job, which consists of 60 motors, totaling 2,010 horsepower, including one 1,000-horsepower and one 400-horsepower motor, and there will be 995 lighting outlets in this new building, which is 80 by 180 feet and nine stories high. The original mill building was built in 1929 and contains approximately 325 motors, so with this new addition we have a flour mill of no mean proportions and of which we are all duly proud.

The new state arsenal building is now almost complete. Brother Herrin states that he is now installing the glassware on the fixtures and will soon be ready to put out the fire and call the dogs. This new state building is one of the many fine things Governor Horner has accomplished during his term of office and is a work of art and a credit to this community.

The outside branch of L. U. No. 193 has completed negotiations for a new agreement with the city light and power department, and the inside branch has agreed with the contractor that their new agreement will become effective July 1, 1937.

W. R. WILLIAMS,  
L. J. GLEASON.

## L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

Were Diogenes to return to this good earth he could cast aside his lantern, clap George Love Richmond on the shoulder and exclaim, "My search for an honest man is ended, my mission on earth is done." And thereby hangs a tale that gives me much pleasure to relate. During a recent convention down at the big hall, George found a folded \$20 bill on the stairway leading to our wireroom in the basement and surmised that one of the Brothers had lost it. Sure enough, when he reported at the work desk that he had found a sum of money, he learned that Bill Paxson, the assistant chief, was all agog or atwitter over the loss of said twenty, and was he dee-lighted to get it back? Ernie Eger, the chief, summed things up in a brief and concise manner when he said to Richmond, "Well, old timer, you certainly have renewed my faith in my fellow men." Bill was extremely lucky at that as there were several hundred extras engaged in setting up the show.

And that just reminds me: For the first 15 days and 13 nights in June we were enjoying again the halcyon days of pre-depression, due to two huge conventions that invaded the burg. The first was the American Medical Association and second was the American Association of Railways and Railway Manufacturers Supply Association, commonly called the Car Builders. Just four days elapsed between the closing of the former and the opening of the latter. The last two days were an especial grind and at the grand finale this writer did not know whether he was on foot



NEW NINE-STORY, 80 x 180 ADDITION TO SPRINGFIELD MILL

or horseback. The peak load for wiremen was 44 with a daily average of 14 and I dare say that the majority of those 14 were as near physical exhaustion as any group of men could ever be and still remain on their feet. The only difference between them and Jimmie Braddock after last Tuesday night, was in the financial pay-off. We had the medical show in here two years ago but this was the first appearance of the car builders since 1930. Which is a fairly good sign that the "re-pression" is on its last legs.

Last Monday was election of officers and the following crew was chosen to guide the destiny of this outfit for the next two years: President, D. C. Bach; vice president, Milt Knable; financial secretary, Bert Martin; treasurer, Eddie Koehler; recording secretary and business manager, "Grand-Pop" Chambers; executive board, Otto Ecklund, "Spots" Buettel, Eddie "Oswald" Gray, "Honest Gawe" Richmond, Frank Camp, Jack Hines and Johnnie Moretti. Examining board, Ecklund, Buettel and Eddie Martin, Jr. There was no opposition excepting for the two boards and there developed a right smart battle of ballots. The three retiring members of the old executive board are "Dizz" Valentine Evans, who has moved off-shore and now devotes all his spare time to gardening or mebbeso it's farming on a minor scale; Louie Smith, who forgot the date of nomination night, and Samuel "Snooks" Harvey, who has served for the past 18 years.

On July 1 our wage scale is restored to \$1.50 per hour, 40 hours a week and double time for all overtime. We have enjoyed the latter working conditions for years, but in May of 1932, voluntarily accepted a 10 per cent cut in hopes of stimulating business. How well we succeeded is a matter of individual opinion. But with the return of prosperity, even though it is but temporary, we thought the time had come to go after the old scale. So about two months ago the business manager and Ecklund, chairman of the executive board, were appointed a committee of two to interview the legitimate contractors and secure their signatures signifying their acquiescence. (And that's one for The Copyist.) After little or no trouble from the majority, the committee was able to return a favorable report with the above-mentioned results. However, we did agree to complete all work contracted for prior to June 1 at the old rate, \$1.35 per hour.

In reviewing the last two years, I feel that the four outstanding achievements of the local are as follows: (1) Revising the city electrical ordinance. (2) The successful collection of moneys due from both members and ex-members, particularly from the latter group. (3) The restoration of the old wage scale. (4) Last but not least—the organization program adopted and accomplished by the executive board of the Building Trades Council of which our business manager is a

very active and outspoken member. He has been successful in signing up several contractors who had slipped from the fold or had never "belonged." Also in keeping the PWA and WPA in line. The two latter "institutions" were somewhat inclined to buck the traces in regards to our scale and manning the various jobs with non-union electricians, but through the efforts of "Grand-Pop" these government agencies did not get to first base, although some of the other trades were not so fortunate.

All of which goes to prove conclusively that we must have the close co-operation of every man in the outfit, else the efforts of one or two individuals will be in vain. And for that reason I'm

not running a fever over the C. I. O., for the developments of the past week or 10 days tend to prove that they, and they alone, will defeat their own aims.

The outstanding feature of the June WORKER was the report apropos of the organizing of 28,000 workers of the Consolidated Edison System over in the Big Town. Twenty-eight grand out of a possible total of 40 is one grand batting average and goes to show that the I. O. is sure going to town and doin' things. More power to 'em and more new members as well.

For the first time since 1929 there was an ad in the *Philadelphia Inquirer* for linemen—another sign that the depression is over or else rounding that elusive corner.

At present writing we have all the men at work. However, before this appears in print they may all be starting their annual summer siesta.

The boys arrived back from Florida much enthused with the treatment accorded them and the information gained. In a short while we expect to have a shop of our own devoted to the teaching of neon work, with the Florida students in the roles of instructors. They all think that they have mastered the fundamentals but are in need of a heap more practice, which is no doubt quite true.

Man, dear, were we (Cameron, Steckel and the writer) lucky? We finished the brute on the outdoor job referred to in the June letter and then the Austin-contractor went haywire and decided to finish the job himself with the help of some more rats. A few days later the promoters folded up and took a run-out powder, leaving the rodents holding the bag. It gladdens this old heart to be able to orate that no union mechanic was stuck for a cent, but quite a few scabs were. The three of us made a full week.

We are going to miss "Pop" Martin on the pier this season, especially his penchant for ice cream cones and soft drinks. He runs Bill Robinson, the tap dancer, a close second when it comes to ice cream. In his place we have Bill McAdam, one of the best boys in the local and a brother of Tom, the pride of Mount Vernon Avenue.

Must now commune with the re-elected president and find out if I'm to be reappointed for another term as the scribe for this outfit.

Thanks to Horne for them thar kind words and am very glad to state that his fears regarding the health of the writer were groundless. All we need now is plenty of sunshine, good eats and a heap of sleep, then the old gray mare will be what she used to be. My apologies to Dealy, Horne, ahem, the Copyist and Holly. Will answer their personal missives just as soon as we get caught up with ourselves. Especially to the last two named gents. Holly expects to visit with us in August and will he find the welcome on the mat? Yeah, but it will be turned face down, unless he changes his tune.



Among recent visitors were Jimmie Mac-Namara, the Norristown Rambler, Frank Bennett, the Boston Globe Trotter and Hubert Goode. All good men, and we were very glad to see them and renew old acquaintances. Jimmie, especially, as I have never forgotten his many kindnesses when I broke into narrowbacking in January, 1922. Had served three months as a helper in a fair-sized shop but had no experience on a concrete job and Jim's helping hand was something never to be forgotten. Yeah, his and old High Potter's.

Haven't heard from Matt Delany for a coon's age and hope that the old boy is normal—if you get what I mean. That also applies to George ("Shorty") Barnard and Jimmie Aikens, up in Philly.

Kindest regards to evvybuddy and hoping that this finds you all enjoying the best of health and all that goes with it, I am, as usual,

BACHIE.

#### L. U. NO. 212, CINCINNATI, OHIO

Editor:

The good old summer time has reached us with a bang. According to form over the past few years, we receive very little warning on the approach of our extreme winter and summer seasons. Right now we are experiencing a rather hot period for this time of the year, but with the exception of becoming slightly sluggish, with the feeling of "let George do it," I can take it, if you are asking me.

It causes me to wonder, however, just why they have press secretaries at this time of the year. At the present moment I harbor the thought that it should be an assignment which should carry with it a four months summer vacation. Be that as it may, we are reasonably busy in these parts. We haven't much to complain about concerning the work program, as everyone seems to be rather steadily employed. Without question this condition is entirely due to government activity. If Uncle Sam were to suddenly fold up all projects now under way, we would once more be thrown into the unemployment rut which we emerged from a little better than a year ago. A few of our traveling Brothers are still with us and things seem to be breaking fairly good for them also.

I have had the pleasure and privilege of close contact in my work with Brothers Cawein, Flick and Murray, all out of No. 648, Hamilton, Ohio, and sincerely hope that conditions continue which will warrant their being with us indefinitely, as they are surely three swell guys.

That we at all times are equal to the occasion in providing entertainment for those of No. 212 who choose to partake was again brought out on June 12 at our annual outing. A family affair, well attended and a beautiful day all combined to cause everything to click perfectly. Many agreeable surprises planned by a very able committee brought the day to a close entirely too quickly, but not to be so easily counted out a large portion of the crowd remained well up into the night before deciding to start on their homeward journey.

The most interesting feature of the day was the prize dance, which certainly caused the judges much concern, as it was closely contested by many real performers. The difficult point was reached after, through elimination, only three couples remained on the floor. C. Weber and wife, Harry Becker and wife and Jimmie Cox dancing with Johnnie Gysin's wife, whom Jimmie succeeded in smuggling into the contest. Opinions differ as to which couple should have been declared winner and if I might be permitted to express mine it would be that the three shared equal honors. I might add, and

it is perfectly o. k. with me to be quoted as authority, that never in past history, on any job, have I ever seen any of the above Brothers display nearly so much gracefulness, endurance or ambition as was extended in this contest. Following much discussion, Brother Weber and wife were given the decision.

Finally the committee broadcast that distressing news "That's all there is; there isn't any more," which we all knew meant the ending of another perfect day.

One of the rigid rules of the day and evening was "no tipping allowed." This had a serious effect on Schwoeppe, who had established himself as traffic director in the parking lot, but had failed at a very late hour to receive any individual contributions from our very ungrateful members for his efforts in having the situation absolutely under control.

Once more I bring out the question, just why do they have press secretaries at this time of the year? and I am positive that by this time you are asking the same question. But I hope that this serves at least to ease up the old sign man, Joe Flowers, as I rate an oyster supper on him this coming season.

Hoping that some of us live long enough to see the lighting fixtures installed on our new McMillan Street Bridge, I remain as before,

THE COPYIST.

#### L. U. NO. 245, TOLEDO, OHIO

Editor:

Ho, hum! Tonight's paper is full of the Louis-Braddock fight, and, of course, it is pro-Irish. But the main fight that is taking the country by storm is the fight between labor and steel. Here in Ohio the referee of this main bout is the Honorable Martin L. Davey, governor of Ohio. And in order that the laboring men will get a fair decision in this affair he sent 2,500 of the state militia down to Youngstown to keep law and order. This was done to see that labor gets a fair chance. When this man slipped into office in that great Democratic landslide of a few years ago, the first thing that he did officially was to solicit funds through the schools of the state from the children of these workers in Youngstown as well as the rest of the state, for \$1,000 to buy a thousand-dollar rug for his new office.

Who is this Martin L. Davey? First, he is the son of the man who founded the Davey Tree Expert Co., at Kent, Ohio. Martin inherited the business. Today he is the head pin of the Davey Tree Co., that has a tree-wrecking crew in practically all the larger cities in Ohio, who trim the trees that clear the lines that union employees of the different utilities build. Here in Toledo, Mr. Davey maintains a large crew of his expert tree wreckers who, should they become too friendly with the union men, are immediately transferred to some smaller town for fear that they, too, may organize. The Nelson Tree Destroying Co. divides the work so that competition exists to throw off any desire of either group to suddenly get the idea of collective bargaining.

The foremen of these two crews are alert at all times as to the mixing of their men. The first to offer their cars and services in a storm to haul union men to a job, or should they need rain coats, they never fail to suggest that their car is available. The union men who patronize them have their own men laid off and these men put to work in their place trimming trees. Have seen these men out at night during a storm, when dozens of union men were at home and available. Have known all these years that these tree trimmers have been approached through their foremen to organize. The men themselves are afraid to talk about it and will avoid you for fear of a transfer.

Yet these employees of our governor are the difference between a 100 per cent union job for linemen and helpers, and the present condition that exists. Perhaps that is why our governor rushed at the first request, these boy scout guardsmen to protect the steel industry against its employees. For should the workers in Youngstown be recognized as a union and demand collective bargaining, his own hundreds of employees may wonder if they, too, could not find some local that would consider them as eligible. For after all, being the chief executive of the state of Ohio and having several hundred non-union men to hire out to the utilities, and the utilities sometimes wanting favors from the governor's office, works fine. You sign this contract for my underpaid employees and I will sign that bill that your millions lobbied through the legislature.

They are still here and after years none of them belong to the union. But they are not here very long until they join a certain fraternal organization and some members of our local hand out the applications, but never a one for the union. Oh, no, during the three years of depressed bank conditions a dozen of our men were laid off while a dozen of these men continued to make clearance for union men. Their men were back and new faces appeared long before our dozen men were back. Do you men of Local No. 245 still think that a little talking to these men about unionism is still out of order? If you do, then you had better reconsider it, for these men have been nonproductive to our cause long enough. Let's go for a 100 per cent job with or without Governor Davey.

Since I moved back into the city company has been rather far and few between, but there is one bird whom I always depend upon to visit me regularly. That bird is the stork. I have kept him so busy that his legs are worn off until he resembles a duck waddling around here. But I like storks.

Ed Endicott, of the Acme Plant, celebrated a birthday on June 10, and when Ed celebrates he don't fool. Bill Witt, while motor-ing with the missus, tied with a taxi. Bill is back to work while Mrs. Witt is still convalescing at their home. The press secretary wishes you a speedy recovery, Mrs. Witt. One of our younger members has been confined to the hospital for several weeks due to an injury to his hand. Brother Frank Steakley is the boy with an iron constitution that will soon be back with us. Hello, what's this among my notes? Well, well! Louis F. Shertinger has moved again. He and Marvin Brunner are considering getting a trailer together. That would make them both easier to keep track of anyway. His new change in address: Old—Box 137, Millbury, Ohio. New address—2124 Forest Ave., Toledo, Ohio.

Another member that I just caught up with is J. E. McClain, old address—912 W. Delaware. New address—770 Prouty Ave., Toledo, Ohio.

Our agreement has been signed and we have weighed anchor on our 1937 cruise, the first vacation that the most of us ever had is included in our new agreement along with a small increase in wages. The general topic of conversation today is when and where are we spending our vacation?

Unless at the mailing of this JOURNAL several of our employees who have never been affiliated with union labor are now members, watch this column for a special feature story.

EDWARD E. DUKESHIRE.



#### DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and hand-somely enameled. **\$1.50**



**L. U. NO. 302, RICHMOND, CALIF.**

Editor:

Please publish the following in the July  
ELECTRICAL WORKERS' JOURNAL:

**To All Northern California Electrical Workers' Locals**

Greetings:

The Northern California Joint Executive Board annual picnic will be held at Alvarado Park, Richmond, Calif., Sunday, July 18, 1937.

Your members, their families and friends are cordially invited to attend.

Alvarado Park has a splendid dance floor, plenty of shade, water, space for games and sports, and tables for all, barbecue pits if desired.

Tables will be reserved in groups for each local. Please advise Committee Chairman Carl Gossler, 550 12th St., Richmond, Calif., not later than July 15 how many tables will be required for your local.

Each local should appoint a committee to solicit merchandise items for gate prizes, and notify your members of the time and place.

Beer and refreshments will be served on the grounds by the committee—no concessions to outsiders.

There will be music, dancing, sports and games.

Those wishing to dance should keep tickets that will be given out at the gate. These tickets will pass you into the dance hall. There will be a seven-piece orchestra from 2 to 6 p. m.

**THIS IS YOUR PICNIC!** The committee is making a special effort that you have a good time. Bring the gang and have a grand get-together.

Remember the date, Sunday, July 18, 1937, Alvarado Park, Richmond, Calif.

Will be seeing you then!

Fraternally,

YOUR COMMITTEE.

Alvarado Park is—

18.5 miles from Martinez.

12.4 miles from Carquinez Bridge.

10.3 miles from Oakland.

9.2 miles from Oakland Bay Bridge.

7 miles from San Rafael Ferry.

Alvarado Park is east of San Pablo Ave., one mile south of the town of San Pablo. The park is about one-half mile from San Pablo Ave. There will be a sign at the point that you will follow to the park.

Those coming from San Jose and south should get to Broadway, Oakland, and turn onto San Pablo Ave., following San Pablo Ave. until you come to the sign to the park.

For those coming from Stockton and south, travel to the city of Martinez, then through Franklin Canyon. Go south on San Pablo Ave. until you come to the sign.

From Vallejo and north, cross Carquinez Bridge. Stay on main highway until you come to the sign.

From San Rafael, cross ferry, travel on Standard Ave. to Garrard Blvd. Turn north on Garrard until you come to Macdonald Ave. Turn east on Macdonald Ave., follow Macdonald Ave. to San Pablo Ave. Turn north on San Pablo Ave. until you come to the sign to the park.

Fraternally yours,

CARL GOSSLER.

**L. U. NO. 308, ST. PETERSBURG, FLA.****Life of a Business Manager in Three Rounds****Round One**

A business manager is supposed to be a man who is capable of creating jobs for the membership when there are none to be had. He must be especially fitted to have a job

ready for a member when he reports out of work. He must have ability to defend himself on all occasions, physically and otherwise, and have ample influence to get all members out of any kind of trouble at all times, no matter how serious the trouble is. He must have sufficient unencumbered real estate so as to be in a position to sign personal bonds. He also should carry enough ready cash to insure the members small loans for meals, street car fare, lodging, canvas gloves, gasoline, tobacco, theater money and other things too numerous to mention, such as cashing checks, buying drinks and fare for the ball games. He must furnish his own car to carry members to different jobs and have a telephone in his house, and must keep himself available to the membership at all times.

**Round Two**

He must keep himself posted so as to know where every member can be located on a minute's notice. He must be capable of defending a member before all employers, even when said member is discharged for a good cause, and force the employer to maintain men in employment, whether he wants them or not. He must be able to collect all wages for members, which conscientious scruples forbid individuals to ask for themselves. When sending a member out on a job he should have sufficient vision to give said member the correct number of days the job will last, the amount of overtime he should make, when they pay, how many days they hold back and how the pusher is to work for; also whether they pay in cash or check, and if by check should pay the bank charge on all out-of-town checks so the poor member will not starve. He must visit the sick, purchase tickets for all bazaars, picnics, boxing contests, ball games, charity balls and all other worthy causes from his personal funds, which as a rule are rather small when he is on the membership pay roll.

**Round Three**

He must keep posted as to conditions of work in all cities in the United States and be personally acquainted with all business managers and secretaries of other local unions, so as to insure prompt acceptance of all traveling cards, have a job for the member and his hotel room reserved when he arrives. He must have a pleasing disposition, be posted on weather conditions so as to be able to tell in advance whether the sun will shine or whether it will rain or snow. He must keep posted on all current events, know how to drive or fix any car belonging to any one of the members if they should have any trouble with car, and how to get the best results from radios and saxophones. He must keep well posted on all sporting events, hand out winning tips on the stock market, horse races, dog races, ball games and know what number Cuba will throw; also what the Treasury balance will be. He must know who the best doctors, lawyers and loan sharks are. He must take all insults from all members and learn to like it, for they seem to think that is what they pay him for. If a business manager can do all these things in addition to getting a closed shop town with better wages and shorter hours, with a smile on his face, most of the members will say he is a deaf and dumb business manager and should be defeated at our next election. The business manager goes round and round, Yo, Ho, Ho, Oh!

W. T. REESE.

**L. U. NO. 326, LAWRENCE, MASS.**

Editor:

I am sorry to report at this time that Senate Bill 125, which was designed to license cable splicers, linemen, operators, station electricians, metermen and operators in Massachusetts, was defeated by one vote in the Massachusetts State Senate. The vote was 19 against to 18 for. One Senator voted present, one Senator was not present and the chairman did not vote. So, out of a possible 40 votes we were able to secure 18.

The fight for the enactment of Senate Bill 125 was led by Senator James P. Meehan, of Lawrence, and he was ably assisted by Senator Frank D. Babcock, of Haverhill, Senator Thomas H. Braden, of Lowell, and Senator Edward C. Carroll, of Boston.

Representative Edward Sirois, of Lawrence, led the fight in the House of Representatives.

The following Senators voted for Senate Bill 125: David M. Brackman, Thomas M. Burke, Eugene P. Casey, Albert Cole, Walter L. Considine, Eugene H. Girous, William P. Grant, James W. Hennigan, Joseph P. McCooey, James P. Meehan, Frank D. Babcock, Thomas H. Braden, Charles G. Miles, Michael H. Selzo, Chester T. Skibinski and Bernard I. Sullivan.

The vote of the committee was seven against and five for, three not voting.

Senator Cornelius F. Haley, chairman of the committee, did not vote for or against in the committee report but opposed Senate Bill 125 in the Senate.

Senators Babcock, of Haverhill; Carroll, of Boston, and Braden, of Lowell, and Representatives Irwin, of Boston, and Gilmartin, of Fitchburg, dissented from the committee's report.

The committee in charge of Senate Bill 125 does not as yet actually know who voted against Senate Bill 125 in the House of Representatives, but they believe that neither Representative Dooley, of Taunton, nor Representative Coyne, of Boston, voted either for or against the bill.

Local No. 104 was assured of the support of Representative Coyne, in fact, John F. O'Neill, business manager of Local No. 326, was present when Coyne promised Johnny O'Keefe, past president of Local No. 104, that he would support Senate Bill 125.

Why Dooley opposed the bill is a mystery to the license committee.

Those who voted against Senate Bill 125 were Arthur F. Blanchard, Lawrence Curtis, Angier L. Goodwin, James A. Gunn, Arthur W. Hollis, Mrs. Sybil H. Holmes, Jarvis Hunt, Thomas H. Johnston, John D. McKay, William H. McSweeney, George G. Moyse, Donald W. Nicholson, Edward H. Nutting, Edmund S. Oppenheimer, Theodore R. Plunkett, Harris S. Richardson and Cornelius F. Haley, Senator for Rawley and chairman of the committee on state administration.

Senator Joseph P. Donohue, of Boston, voted present. He would not vote for or against the bill.

Senator Edwin L. Olander was not present, but the committee was given to understand that he was sick, but that if he had been present he would have voted for Senate Bill 125.

Senator Joseph Lagone, of Boston, and Senator Edward C. Carroll, of Boston, were paired in favor of the bill.

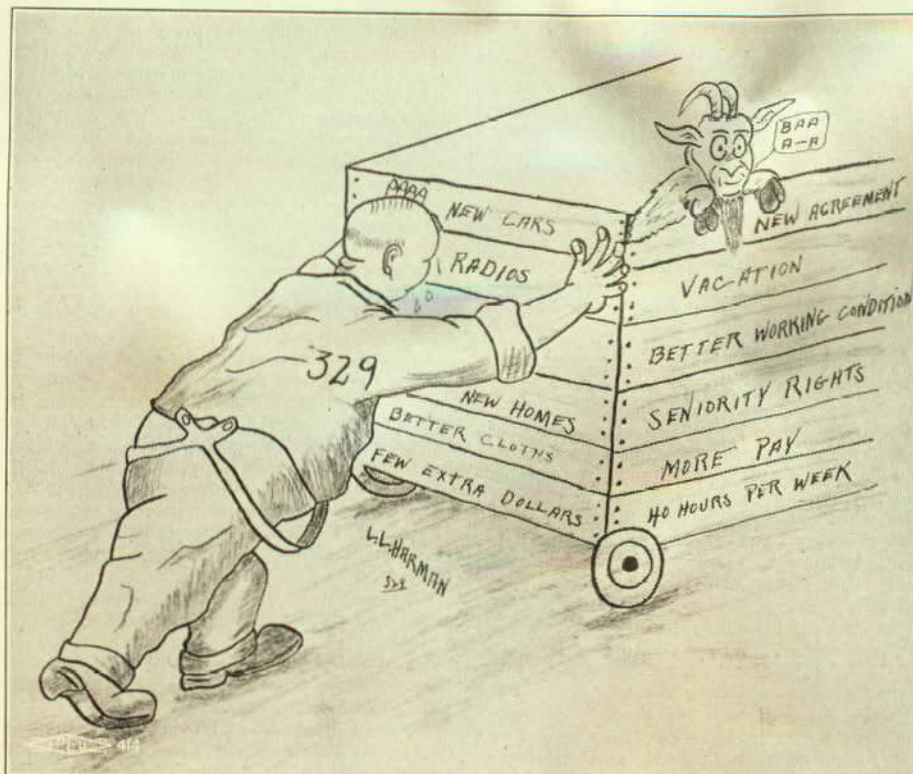
Senator Joseph R. Cotton and Senator Newland H. Holmes were paired against the bill.

Senator Samuel H. Wragg, president of the Senate, did not vote. Senate Bill 125 came out of the committee on state administration "reported unfavorably."

Representative Roland D. Sawyer, of Ware, who by the way, is a minister of the church, led the fight in the House of Representatives opposing our license bill. It seemed strange



## NO HELP FROM THE GOATS!



to us that a man who teaches charity and love of God and who is known throughout Massachusetts for his liberal views on labor questions, would lead the fight against us, when all we are seeking is protection of our lives so that we can be reasonably assured that when we leave home in the morning we have a fair chance of returning to our families, and also to guarantee the public that only experienced and well trained men will work as cable splicers, linemen, operators, metermen and station electricians, who will guarantee service to the public at all times, that will reduce to minimum the hazards of electric service.

But the supporters of our license bill should not be down-hearted, for we are coming back next year fighting harder than ever to put Senate Bill 125 "over the top." "Pop."

#### L. U. NO. 348, CALGARY, ALTA. Paradise Valley, Lake Louise, Alta.

Editor:

This evening as I sit in this cabin high up in the Canadian Rockies, 6,000 feet above sea level, the going down of the sun tints with fiery radiance a dozen mountain peaks and I watch with interest the reactions of the half-dozen people working here. One man, a carpenter, has been asking me questions about electricity. I have drawn his attention to the distant peaks which a few moments ago were pouring their molten gold in gorgeous cascades into the darkening valley. They are now a deep crimson and faster than my pencil can write they have changed again through deeper reds into purple and blue as the velvet mantle of night spreads a canopy across the valley. There is no moon but soon a million stars will stab the sky with steely radiance filling the narrow stretch of sky to overflowing.

But the carpenter, poor mortal, sees not this beauty but bemoans the fact that there is no radio in the camp. He thinks the radio wonderful, mysterious, and seems suspicious of my sanity when I state that the only wonderful thing about radio is the human ear.

I claim to understand something about radio but was at a loss to explain nature's masterpiece, the human brain. He thinks the radio past comprehension but nature's handiwork is nothing!

So I look out again at the mountains. It is night now and the distant peaks, 10, 15, 20 miles away, shine with an ethereal light in the strange eerie radiance of the northern lights. It will not get any darker and in a couple of hours a rising sun will again tint the peaks far to the northeast. The nights are very short in this latitude. But now the northern lights are really going into their dance. From the zenith to the horizon the whole sky is aflame with weaving draperies of light. Now steely white, now crimson, now gold. Not for a minute do they remain the same. It seems that all the rarified gases of the upper atmosphere are charged with electricity. All the neons in the world could not duplicate this display, and it goes on above and around me with no noise, no effort, no ballyhoo, accompanied only by an organ obligato of whispering pines, droning torrents and the treble of tumbling rills.

Nature does things in a big way on this North American continent. Niagara Falls, Grand Coulee with its Dry Falls, the Grand Canyon, Muskoka, Yellowstone Park, the Rockies—every state and every province has something worth seeing, yet we still go and gape at a few stones a few hundred years old in some European capital. Man swaggers in the presence of his own handiwork, but nature has toiled here for a hundred million years and man is awed into silence and reverence. The human ego shrinks and man is but an atom.

T. C. DAW.

#### L. U. NO. 349, MIAMI, FLA.

Editor:

In the passing of our late Brother, Frank Thompson, this local union and organized labor have lost a true and loyal member, a man with true union principles and courage to stick to them regardless of persecution and various adversities. He served this

local well as a member and officer over a long period of years. Out of his wisdom and sincerity of purpose, better working conditions and progress have been made. He was a deep thinker and a tireless, conscientious worker for betterment of his fellow tradesmen. He had an invaluable wealth of knowledge in our field that has helped guide us through some trying times. He was a "wireman" of the old school, and while I am a young man myself I deeply respect and admire the viewpoint and counsel offered by those men who pioneered, sacrificed, struggled and fought through the early stages of the labor movement, that we might have the benefits we enjoy today.

My ambition is that I may serve as well as these men have served, and when the time arrives, I hope that my union Brothers can say of me, as we now say of those who have passed on, "Well done, good and faithful servant. May you rest in peace."

I hate to mar the sentiment attached to the foregoing paragraphs, but I want to convey the true situation here in regard to employment for electricians. True, Miami is enjoying a splendid building program, but there are plenty of men here to do the work. The steady influx of those desiring to live here for reasons of health, etc., makes it risky for anyone to come down here expecting to work any time soon. We have a bad "open shop" battle on now and we have plenty of good "old timers" and "home boys" who are waiting for a chance to get to work.

C. O. GRIMM.

#### L. U. NO. 409, WINNIPEG, MAN.

Editor:

Having made the honorable mention column in my last letter to you and no comebacks from our southern friends, my Brethren of Local No. 409 have instructed me to continue on as press secretary for the time being.

Regarding the comeback re the cheapest electrical power rate on this continent is in Winnipeg, I have not had one letter doubting my statements, therefore I reckon that I must have squelched my southern friends or else they are still looking for their figures.

Well, here is where I believe that top notch record busting Local No. 409 is again leading all other I. B. E. W. locals. We put on a membership campaign and I am telling the world that when we northern wire pullers go after anything we get it.

Since the first of the year we have initiated 19 new members and still have plenty to come. This represents an increase of over 34 per cent in our membership. Now how are we doing? We would like to know if any other local can beat this record of good steady progress without anything exceptional to promote membership. Of course, we realize that there might be some locals which have just taken in some new shops or amalgamated locals which would give them a large increase. We mean good steady increase. If this record is not broken I will endeavor to have the members of Local No. 409 write a small booklet on the best methods of obtaining new members for your local.

We have just had an election of officers and the following members were elected: President, E. Corder; vice president, R. S. Williams; recording secretary, H. Hosfield; financial secretary, G. Watkins; treasurer, H. Pullen; executive committee—H. Bradley (Transcona), C. Cobb (Fort Rouge).

I will venture to say that you will not meet a more congenial and capable body of men running the affairs of any local on this continent. This is borne out by the fact that the officers elected were practically all re-elected. This is also an indication that they have the confidence of the members. Our meetings are well attended and one has to come early in order to obtain a good seat. Our auditing



# FRATERNITY OF THE AIR

(Copyright)

Boys, here is our growing list of I. B. E. W. amateur radio stations:

## FRATERNITY GROWS BY COMMUNICATION

BRUCE H. GANOUNG  
W8IYL

1963KC	H. E. Owen	Angola, N. Y.	W7AG	Bill Campbell	Seattle, Wash.
2KDY	Morris Lieberman	Brooklyn, N. Y.	W7AKO	Kenneth Strachn	Billings, Mont.
9BDT	Richard Carle	Terre Haute, Ind.	W7BHW	H. A. Aggerbeck	Tolt, Wash.
N2HZJ	Walter G. Germann	New York City	W7CPY	R. Rex Roberts	Roundup, Mont.
N6IAH	S. E. Hyde	Los Angeles, Calif.	W7CT	Les Crouter	Butte, Mont.
N7BEH	Norman Arnold	Seattle, Wash.	W7DXQ	Al Eckes	Miles City, Mont.
W1AGI	W. C. Nielson	Newport, R. I.	W7DXZ	Frank C. Pratt	Tacoma, Wash.
W1DGW	Melvin I. Hill	W. Springfield, Mass.	W7EQM	Albert W. Beck	Big Sandy, Mont.
W1FJA	Frank W. Lavery	Somerville, Mass.	W7FGS	C. A. Gray	Walla Walla, Wash.
W1INP	Eugene G. Warner	East Hartford, Conn.	W7FGZ	Walter Partlow	Great Falls, Mont.
W1IYT	Henry Molleur	Dracut, Mass.	W7FL	Geoffrey A. Woodhouse	Wolf Creek, Mont.
W2AMB	Fred W. Huff	Woodbridge, N. J.	W7FMG	F. E. Parker	Rockport, Wash.
W2BFL	Anthony J. Samalionis	Elizabeth, N. J.	W7FWB	J. Howard Smith	Wenatchee, Wash.
W2BQB	William E. Kind	Bronx, N. Y. C.	W7GG	Geo. D. Crockett, Sr.	Milwaukie, Oreg.
W2CAD	Paul A. Ward	Newark, N. J.	W7II	Sumner W. Ostrum	Milwaukie, Oreg.
W2DXK	Irving Megeff	Brooklyn, N. Y.	W7SQ	James E. Willis	Dieringer, Wash.
W2GAM	R. L. Petrask, Jr.	Newark, N. J.	W8ACB	Raymond Jelinek	Detroit, Mich.
W2GIY	John C. Muller	Bronx, N. Y. C.	W8ANB	Carl P. Goetz	Hamilton, Ohio
W2HFJ	R. L. Petrask, Jr.	Newark, N. J.	W8AVL	E. W. Watton	Rochester, N. Y.
W2HHA	Seymour Meld	New York City	W8DHQ	Harold C. Whitford	Hornell, N. Y.
W2HQW	Jack Krinsky	Brooklyn, N. Y.	W8DI	E. E. Hertz	Cleveland, Ohio
W2HZZ	Joseph Trupiano	Brooklyn, N. Y.	W8DME	Charles J. Heiser	Auburn, N. Y.
W2IPR	S. Kokinchak	Yonkers, N. Y.	W8EDR	W. O. Beck	Toledo, Ohio
W2SM	James E. Johnston	New York, N. Y.	W8GHX	H. E. Owen	Angola, N. Y.
W3JB	William N. Wilson	Philadelphia, Pa.	W8IYL	Bruce H. Ganoung	Olean, N. Y.
W4ROE	C. T. Lee	Birmingham, Ala.	W8KCL	Charles J. Heiser	Auburn, N. Y.
W4BSQ	S. L. Hicks	Birmingham, Ala.	W8LQT	J. H. Melvin	Rochester, N. Y.
W4CHB	R. W. Pratt	Memphis, Tenn.	W8MCJ	Albert S. Arkle	Weston, W. Va.
W4CYL	C. W. Dowd, Sr.	Wetumpka, Ala.	W8ODX	Archie Williams	Toledo, Ohio
W4DHP	Albert R. Keyser	Birmingham, Ala.	W9ASW	J. Oigard	St. Paul, Minn.
W4DLW	Harry Hill	Savannah, Ga.	W9BRV	Maurice N. Nelson	Rockford, Ill.
W4DLX	John Calvin Geaslen	Charlotte, N. C.	W9BXY	F. N. Reichenacker	Kansas City, Kans.
W4JY	I. J. Jones	Birmingham, Ala.	W9CCK	John J. Noonan	Chicago, Ill.
W4LO	L. C. Kron	Birmingham, Ala.	W9DBY	Kenneth G. Alley	Marion, Ill.
W4SE	C. M. Gray	Birmingham, Ala.	W9DMZ	Clarence Kraus	Kansas City, Kans.
W5ABQ	Gerald Morgan	San Antonio, Texas	W9ENV	G. G. Fordyce	Waterloo, Iowa
W5ASD	Frank A. Finger	Farmington, Ark.	W9ERU	Eugene A. Hubbell	Rockford, Ill.
W5BHO	D. H. Calk	Houston, Texas	W9EZO	Vernon E. Lloyd	Rockford, Ill.
W5CAP	William L. Canze	San Antonio, Texas	W9GVY	E. O. Schuman	Chicago, Ill.
W5EAR	Carl G. Schrader	Pine Bluff, Ark.	W9HNR	Geo. E. Herschbach	Granite City, Ill.
W5EI	F. H. Ward	Houston, Texas	W9JPJ	F. N. Stephenson	Waterloo, Iowa
W5EXY	H. R. Fees	Oklahoma City, Okla.	W9MEL	Harold S. (Mel) Hart	Chicago, Ill.
W5EYG	L. M. Reed	Oklahoma City, Okla.	W9NYD	Elmer Zitzman	Roxana, Ill.
W5FGC	Milton T. Lyman	Corpus Christi, Texas	W9PNH	Frank Riggs	Rockford, Ill.
W5FGQ	H. M. Rhodus	San Antonio, Texas	W9RBM	Ernest O. Bertrand	Kansas City, Mo.
W5FLF	Joe E. Waite	Albuquerque, N. Mex.	W9RCN	Darrel C. Priest	Jeffersonville, Ind.
W5JC	J. B. Rives	San Antonio, Texas	W9RRX	Bob J. Adair	Midlothian, Ill.
W6AOR	Francis M. Sarver	Los Angeles, Calif.	W9RYF	S. V. Jennings	New Albany, Ind.
W6ASZ	Earle Lyman	Long Beach, Calif.	W9S	Frank Smith	Waterloo, Iowa
W6CRM	William H. Johnson	Lynwood, Calif.	W9SMF	Albert H. Waters	Alton, Ill.
W6DDP	John H. Barnes	Pacific Beach, Calif.	W9SOO	Harry V. Eyring	Kansas City, Mo.
W6EV	Lester P. Hammond	Hollywood, Calif.	W9URV	S. F. Johnson	Chicago, Ill.
W6FWM	Victor B. Appel	Los Angeles, Calif.	W9VBF	John Morrall	Chicago, Ill.
W6GFI	Roy Meadows	Los Angeles, Calif.	W9VLM	Harold Flesman	St. Joseph, Mo.
W6HLK	Charles A. Noyes	Beverly Hills, Calif.	W9VXM	J. F. Sheneman	Somers, Ky.
W6HLX	Frank A. Maher	Los Angeles, Calif.	W9YMF	A. G. Roberts	Chicago, Ill.
W6HOB	Rudy Rear	Las Vegas, Nev.	W9YWT	Garnet J. Grayson	Chicago, Ill.
W6IAH	S. E. Hyde	Los Angeles, Calif.			
W6IBX	Barney E. Land	Hollywood, Calif.			
W6LLJ	Damon D. Barrett	Los Angeles, Calif.			
W6LRS	Ralph H. Koch	Los Angeles, Calif.			
W6MGN	Thomas M. Catish	Fresno, Calif.			
W6NAV	Kenneth Price	San Diego, Calif.			
			VE3AHZ	Thomas Yates	Beaverdams, Ont.
			VE3GK	Sid Burnett	Toronto, Ont.
			VE4ABM	E. K. Watson	Lethbridge, Alta.
			VE4EO	W. R. Savage	Lethbridge, Alta.

### Canada



committee reports that we are in a good sound financial position. Our members are aggressive and right on their toes.

And here is another record, all our members have been back to work for over a year. In general everything is rosy with us and we are beginning to think that *was* a bad depression.

It is with deep regret that we of Local No. 409 report the death of Henry Warney by electrocution. Our late friend was to have been initiated at our last meeting.

RAY S. WILLIAMS.

#### L. U. NO. B-418, PASADENA, CALIF.

Editor:

In scanning the April JOURNAL, it appears that at least one correspondent is in danger of getting all steamed up over the C. I. O., when he should realize that it (the C. I. O.) has justified its existence already by spurring the craft union to join in removing perhaps the greatest obstacle to better wages and conditions, namely, the unorganized industrial worker.

This great army of underpaid and overworked toilers has through lack of organization been pitted against union labor. The proceeds of its labor have been poured into orgies of speculation, have built great fortunes for a few, have corrupted governments and labor leaders alike, perpetuated child labor, etc., partly because we as craftsmen have been wont to look down upon them as ineligible to membership in a labor union.

The writer believes that there is room for both types of unions and both could be arranged to work in harmony if their respective leaders so willed.

If the leadership of the A. F. of L. and the C. I. O. are not big enough to sit down and settle their differences for the benefit of the whole labor movement, there are stormy days ahead.

Here is what we are doing about it here in Southern California. This local, with a B charter, has a full-time business agent with offices in the Labor Temple. Wiremen are working under a closed shop agreement. Our executive board is co-operating with other locals in this district through joint board meetings held every three months. These meetings are well attended and packed with interest. Here are some of the high lights of the last meeting as reported by the delegates:

Fixture men being organized and agreements negotiating; group meets with parent Local No. 83; has own officers; about 100 men now in and more coming; efforts being made to have only fixtures bearing the union label; appliance service men signing up in another group; flying squadrons of building craftsmen visiting construction jobs in membership drive and getting results; business agents going after the bungalow jobs; some of these jobs are all electric and have 200 ampere services.

Hazardous conditions in the oil fields due to letting down on state safety orders during depression, if corrected, would furnish large amount of work.

All locals reported membership gains and some approaching record number.

California is making gains in public ownership. The Senate on March 18 approved the Garrison Bill authorizing political subdivisions of the state to issue, by a majority vote of the people, revenue bonds to finance the purchase or establishment of utility facilities. The measure is regarded as a victory for advocates of public ownership and replaces a measure requiring in most cases a two-thirds majority vote of the people. Truly we are progressing.

H. W. HUNEVEN.

#### L. U. NO. 429, NASHVILLE, TENN.

Editor:

Another month and much has happened. First must be reported the fish fry at Columbia, to which the boys invited us. Like all "fishing trips," somebody always insists on fishing. Brother Harry Perry's "boss" caught the most fish and some good snap shots of the gang. Mrs. Perry says Harry is the one with the tin cup in all the pictures. Family men attending were: Bill Brewster and wife (Bill is skipper on the Monsanto job at Columbia), George Richardson, wife and daughter; J. B. Jenkins, wife and two boys; Ted Krout and wife, Ted Loftis and wife (Ted is B. M. but he lost his shirt), Lealand Pack and wife, Art Rice and wife (Art is foreman on the National Carbon job at Columbia), Mack Taylor and wife, Ben Fulcher and wife, Jewel Scott and wife. Singles who were there are: G. C. Ellis, Sam Lewis, Everett Fields, W. L. Cooper, G. M. Headrick and yours truly. A very pleasant time was had by all and to top it off, quite a few dropped in at the town night club and all went well for hours.

Next in order, by the calendar, was our new contract which calls for \$1.12½ per hour and a bettering of conditions. Two contractors hung fire June 1 and were without men for two days. Let it be said for all these men, they stood pat, patiently waiting for the name on the line. All men were at the Labor Temple awaiting the word that would put them back on the job. Although there was a call for men locally and out of town, the boys preferred to stand by to be available when their shop signed up. It was a very fine example of solidarity and loyalty. We have some jobs finishing and a few loafing.

Next is the election of officers, which was serious but not too heated. Some of the old stand-bys thought some of the other boys should get in the harness, and for that reason asked that they be excused from some of the load. We know we can call on them any time there is need, so some new timber appears in the list of officers. The reorganization of the local left so few with standing sufficient that others were called upon and from the number of votes received the membership must have wanted these members as officers. We trust the I. O. will approve our action. Bill Brewster was elected judge and C. L. Rose and K. C. Alexander were tellers. The officers for 1937-39 are as follows: President, G. Frakes; vice president, Sam Lewis; financial secretary, W. B. Doss; recording secretary, J. Y. Hinson; treasurer, H. Potts; members

of the executive board, W. J. Pullman, J. Y. Hinson, Sam Lewis, J. L. Engles, James Stansell, C. J. Maunsell and President G. Frakes as chairman of the board; examining board, W. J. Pullman, J. L. Engles and Duell Wright.

We have been accused of neglect in not reporting the newly weds of the past year. Brother James Stansell seems to be first. Then M. L. Putman took the vow. They honeymooned at the neon school. George Harris, I believe, was next. Second best electrician but head man with Mrs. H. Then comes M. R. (Red) Trolinger. Some claim this the smartest thing Red ever did. Everybody wishes the Mrs. the best that life holds dear, because she has done a bang-up job with Red. And as mentioned before, Brother Mack Taylor, who is living here now.

The merchants and manufacturers of Nashville are trying to fool the general public with a "Citizens' Committee for Industrial Peace." The central body and the Labor Advocate have been exposing them very nicely. The chairman, a Dr. Hill, has been invited to address the council at the next meeting and justify his position with this gang of labor haters. Also explain how they hope to bring peace to Nashville. We contend you cannot bring peace with hatred as a foundation to start building on. Let us come with clean hands and open minds if we hope to build for permanent peace.

CHARLIE MAUNSELL.

#### L. U. NO. 435, WINNIPEG, MAN.

Editor:

An election of officers for the ensuing year was held at our last regular meeting with the following results: President, F. Keeley; vice president, Brother McElrea; treasurer, J. Lewis; financial secretary and business manager, J. L. McBride; recording secretary, C. Roberts.

We are interested in applications for two arbitration boards; one for the city of Winnipeg employees and one for the Winnipeg Electric Co. The latter is a privately owned corporation. An entirely new technique is being used by the federal labor department and it has been intimated that although our local has had jurisdiction over certain classifications of employees and these men are still members of our organization in good standing, other classifications, mostly unskilled, outnumber us and therefore we may not be entitled to representation on these boards.

If this condition should become fact it would put the skilled craftsman who belongs to a craft union at a decided disadvantage.



L. U. NO. 429 BOYS ON PICNIC MAY 22, COLUMBIA, TENN.



In most instances unskilled and office workers will outnumber craftsmen and it would appear that as a trade unionist he can hope for no representation on arbitration boards.

What is he to do? Can it be that he must become a member of a company or an industrial organization in order to get representation? I hope not.

The C. I. O. seems to be very unpopular with the powers that be in Canada. Is the government going to force craftsmen into an industrial organization? It is my fervent hope that the Minister of Labor will realize what the present stand of his investigators means and that he will straighten out this new threat to the A. F. of L. in Canada.

C. R. ROBERTS.

#### L. U. NO. B-465, SAN DIEGO, CALIF.

Editor:

After a struggle lasting several months, we were just last week designated as the sole collective bargaining agency for all men with the local street railway company except the platform men. The steadfast refusal to recognize us in spite of our healthy majority among these men, was due to the existence of a company union, which held a signed agreement supposed to be binding until next April. We petitioned the National Labor Board in Los Angeles for an election to determine the preference of the men, and were granted recognition at once, without the formality of holding the election. Our members with this company are elated at the turn of events and are busily engaged in framing an agreement which will have been presented before this goes to press. Brothers Hart, Rayner, Hicks, Schroeder, Doughman and probably a dozen others were instrumental in holding the ship on a straight course over heavy seas. All of the street railway boys deserve credit for their perseverance and while a few were seasick, none "jumped ship."

The Consolidated Gas & Electric Co., of this city, is at this time studying the agreement which Vice President Milne presented for us several weeks ago. There is every reason to believe that this also will be signed and sealed before you read this.

The electricians' baseball team, made up of members of No. B-465 and No. 569, has an unblemished record in the Union Labor Baseball League. We have beaten every team in the league, and it looks like a dead cinch for the pennant. In fact, it looks very much as if we will finish the season with a percentage of 1000.

We had another dance early in the month, and a large turnout rewarded the ladies for their efforts. A delicate blend of limburger cheese, rye bread and beer perfumed the air, adding a romantic touch to the festivities.

Brother C. Wendel is vacationing in the East and will return by boat via the Panama Canal.

Brother Finley has been deported to Escondido, holding the fort for some of the men taking vacations at this time.

Brother Conville has been laid up with a sprained back, but is coming along in good shape.

Brother Elfers is still on the shelf with a broken ankle and will not see active service for several more weeks.

Brother Daigle regrets to report that he will be completely mended next week and must return to work.

Brother Bob Wilcox is planning an extended vacation in the Northwest shortly.

Brothers Tom Bryant and E. J. Baehr will represent the gas department on the new executive board.

Brother W. Fanning will do likewise for the shops and stores. The electrical production department will be represented by Brother "Van" Jackson and the street rail-

way's representative will be Brother Charles Hart. Brother Finley will represent the electrical distribution department.

Brother Howard Leggett was re-elected president and Brother Elliott vice president.

We expect by the next issue to be able to report satisfactory signed agreements for both local utilities.

R. E. NOONAN.

#### L. U. NO. 526, WATSONVILLE, CALIF.

Editor:

The Golden Gate Bridge is done and is the greatest piece of engineering that has ever been erected.

The length over all is 9,200 feet, the main span is 4,200 feet and the roadway is 60 feet wide and has a 10½-foot sidewalk on each side of it.

Each massive tower is 746 feet high, 191 feet higher than the Washington Monument, and is only 179 feet shorter than Mount Davidson, the highest point in San Francisco.

These towers were built to stand a horizontal wind force at their tops of 1,900,000 pounds. Ten feet was allowed for the rise and fall of the deck due to expansion and contraction from heat and cold, and the bridge can sway 21 feet 3 inches with safety.

The supporting cables are the largest ever spun and are 36½ inches in diameter, with a total length of 7,770 feet. The wire in these cables is sufficient to erect a fence six wires high on both sides of the main highway from Canada to Mexico.

The concrete used in building the bridge would build two concrete sidewalks 10 feet wide from Omaha, Nebr., to Chicago, or would equal the displacement of 10 battleships, and the lumber used for the various purposes would build 78 five-room bungalows.

A seven-ton locomotive is buried in the northern pier. When the pier was being poured, this locomotive was on a slippery track. The brakes failed, the engineer jumped and the locomotive plunged 110 feet into the abutment.

It was impossible to recover the train, so the pouring of the concrete was continued and the engine and cars are imbedded there forever.

The Fireman's Fund Insurance Co., who held the insurance on the engine and cars, paid for them and it is their contribution to the strength and stability of the bridge.

The Golden Gate Bridge is the only major public project constructed in recent years without federal aid. Instead, it contributed more than \$500,000 to replacements in military reservations adjoining the bridge.

The bridge was opened on May 27 and only pedestrians were allowed to cross on that day. More than 100,000 persons walked across that day. The next day 80,000 autos drove across, and it was my pleasure to be in one of that number. I did not go over until 11:30 that night, because it is 90 miles from here to San Francisco and I made the trip after work.

While the bridge is designed to stand a wind pressure of 90 miles an hour, it is not very likely that it will ever have to do so, as the records show that the highest wind velocity has never been more than 50 miles per hour. The south tower is located 1,100 feet out in the bay and in a depth of water from 65 to 100 feet and it has the largest solid foundation in the world for any underwater pier foundation.

It is 155 by 300 feet and 144 feet high and is built on solid rock against a continuous tidal flow of four to eight miles per hour, and before the foundation could be built it was necessary to level off an area of nearly an acre 60 feet or more under the water.

Engineering skill was taxed to its limit in

providing anchorages for this 135,000,000-pound structure and for the cables that support the bridge. On each shore the anchorages were divided into three sections, the base block, anchor block and weight block.

The rock on which the anchorages rest was cut in a series of steps into the solid rock. Concrete was poured into these excavations and keyed these blocks into the rock.

Each cable has a separate anchorage and contains 64,000 tons of concrete, or 128,000,000 pounds against the 63,000,000-pound pull of each cable.

There was a total of 146,000 tons of concrete used in the south pier fender and 128,000 tons for the pier itself. On the Marin side, where they had less difficulty, 145,000 tons were used.

The Golden Gate Bridge breaks the barrier, the last major barrier to a continuous highway between Canada and Mexico via San Francisco and the Redwood Highway.

The first and only thing of its kind to be used in the construction of a bridge was a huge net that was hung under the bridge during its construction. This net was made of rope and cost \$100,000.

For the first three years and nine months there was not a fatal accident on the bridge, but if it had not been for the net 14 men would have lost their lives who dropped into the net when they fell from the bridge. In all, only 11 lives were lost during the nearly five years of construction.

The 199 sodium vapor lamps on the span and its approaches light the bridge without glare. The standards are 25 feet high and weigh about 1,400 pounds each and the powerful and penetrating lamps only consume 40 per cent as much current as a Mazda lamp.

The bridge has the longest span and the tallest towers of any bridge ever built by man. The amount of steel is over 100,000 tons.

It is an achievement that by surmounting one of nature's notable barriers marks a step in the progress and development of the Western Empire.

P. C. MACKAY.

#### L. U. NO. 595, OAKLAND, CALIF.

Editor:

Just a few lines from Oakland Local No. 595. It has been some time since our local has had an article in the JOURNAL, so I was asked to write and let the world know we were still doing business at the same location—which is 1918 Grove St.—and holding meetings on the second and fourth Fridays of each month.

In the last two years the local has made wonderful progress in the line of organization in this district, through the work of our ex-business manager, Brother Gaillac, who, by the way, as you no doubt know, has been taken from us and put to work by the I. O. in all of the ninth district. We all wish him the best of luck and success.

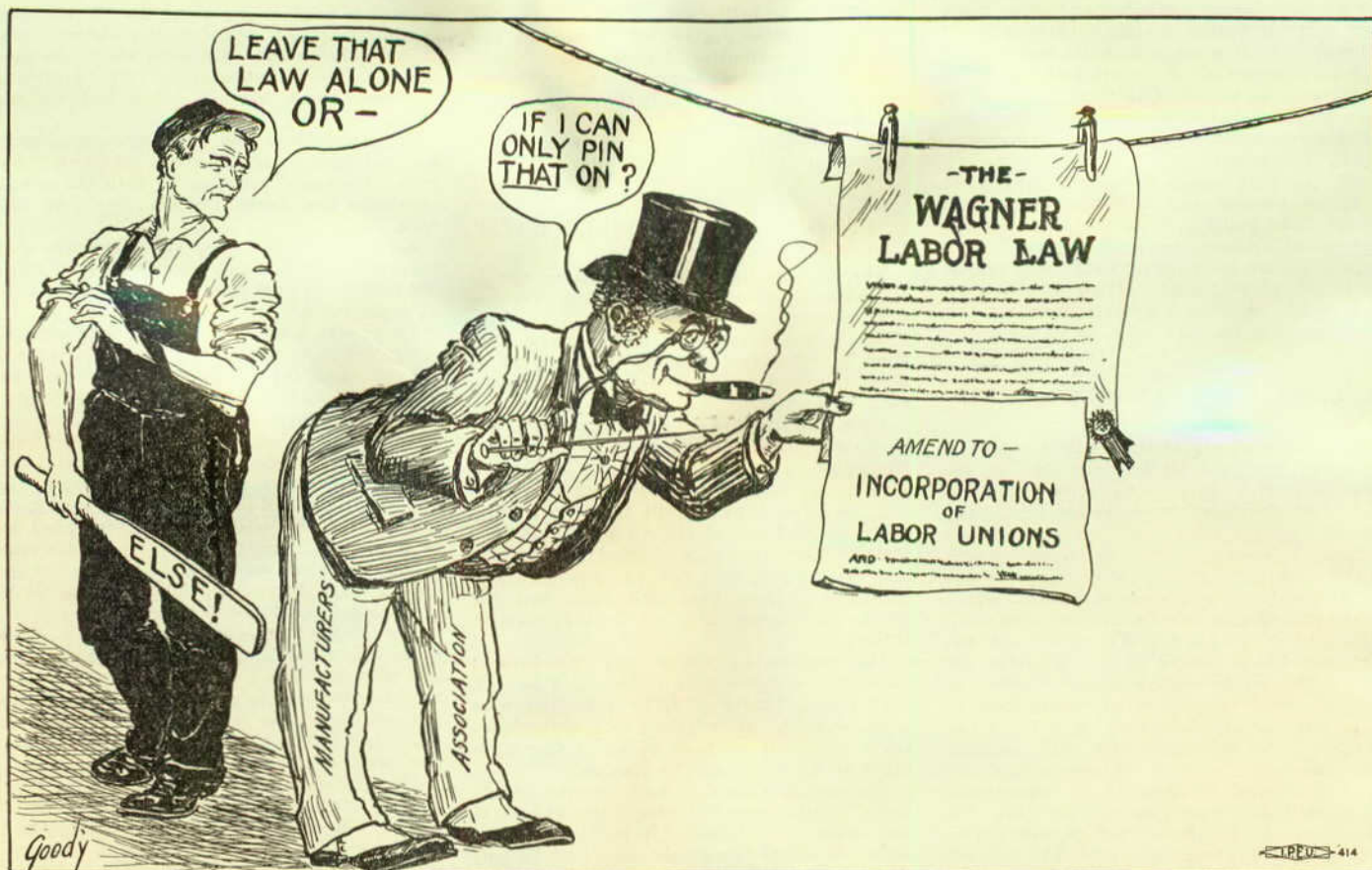
Now that the two bridges across the Golden Gate and San Francisco Bay are completed and work on the fair of 1939 has not gotten under way to any extent, work is not the most plentiful.

At the present time the trouble between the A. F. of L. and the C. I. O. is causing some unrest in Oakland and, speaking my own mind, I hope it will soon be settled for the best interest of all concerned.

By the time this is on the press the annual picnic of the Bay locals will be a thing of the past, so I will try to tell you about it in the next article. We always have a good time and anybody who misses it is always sorry when they hear the boys talking about it afterwards.

In one of the late JOURNALS I read where some of the locals have asked the question





Drawn especially for Electrical Workers' Journal by Good'Y.

about retired members being allowed to attend meetings. Local No. 595 has quite a few on that list who would like to attend and I would like to have it known that I would like to see them able to do so, as they can do the newer and younger members just coming in a lot of good.

E. B. ESHLEMAN.

#### L. U. NO. 625, HALIFAX, N. S.

Editor:

Elections for the year have been held and the new officers will have shouldered their burdens in the interests of the craft, and are endeavoring to carry their locals through 1937 and 1938.

Labor difficulties seem to have lifted considerably during the past year. On your American side of the line organization has been mostly favored by the powers in control. On our side of the line organized labor has found favor in some sections and has had difficult traveling in others.

In Nova Scotia we have a trade union act that outlines the workmen's right to organize and compels the employer to meet and deal collectively with his employees where a union exists and provides penalties to be applied against any employer who attempts to prevent an employee from joining such a union. This act has stimulated organization in this province.

This act should aid our Brothers of Local No. B-1030, of the telephone workers of Nova Scotia, who to date have not been able to negotiate an agreement and have experienced difficulty in organizing before the passing of the trade union act, their boss, the manager of the company, having notified them at that time he would never recognize them. Now according to law he will be compelled to deal with them as soon as they have 51 per cent of the employees.

"United we stand, divided we fall." This fact is all too often overlooked by the great mass of workmen to their own disadvantage.

Local No. 709 is a local entirely within the Mersey Paper Co., Liverpool, and comprises 100 per cent of the electrical staff of this plant. This local lay dormant for some little time but is now in a very healthy condition, the members for the most part being interested in their local. The Mersey Paper Co. is a union company. It gives new workmen 15 days after joining plant to join their local. There are three locals represented and having agreements with the company. They are: Pulp and sulphite workers, paper-makers and electrical workers. Conditions at this plant rank among the best in Nova Scotia.

The plant has a production of 250 tons normally which has been speeded up to produce 325 tons daily. The power consumption yearly runs close to 125,000,000 kilowatt hours, is delivered by the Nova Scotia Power Commission to the company at 66,000 volts and is used by them at 2,200, 550, 220 and 110 volts. Six grinder motors of 2,600 horsepower operate on 2,200-volt feeds.

The wage agreements of the unions expire on May 1, 1938. The agreement now in force with the electrical workers Local No. 709 was the first agreement this local has had with the company. The wage agreement in force at present is as follows: Journeymen, 69c and 73c; helpers, 43c; apprentices, 25c to 40c. Time and one-half for Sunday and certain proscribed holidays.

The officers elected for the next two years to represent Local No. 709 are: President, Johnnie Kay; vice president, Herb Dixon; treasurer and financial secretary, Joe Preville; recording secretary, Earl Lowe.

All members of the local are working, and each member must attend the meetings or be subject to a fine, such fine to be paid before dues will be accepted, unless good cause is given to explain absence. This also applies to a member late for a meeting.

The above officers are sincere union men and should look for and get any support they

need from their fellow members in the discharge of their duties.

These days labor is restless, all workers are on the move, another period of evolution is in progress and the advances made by our Brotherhood will depend on the wise guidance of the officers of each local. It is up to each and every member to see to it that the advantages handed down to us by those who have gone before shall be handed on even better than we received them to those who will come after us. We have that duty to perform.

C. VANBUSKIRK.

#### L. U. NO. 632, ATLANTA, GA.

Editor:

Hello, everybody! Back again. It gives me great pleasure to sit down each month and write a few lines on the whos and whys of our great organization. Some few months ago, if you are a consistent reader you will recall, I stated we were going to witness one of the greatest labor battles you ever saw. Well, it is beginning to pop now, like the fourth of July. My friends, the departed John L. Lewis, commonly known as the C. I. O. Number One, seems to be infringing upon the rights of this organization, and disregarding the laws and rights of intelligent, speaking people. The most unusual piece of ambush I ever heard of was carried out last week at the plant of the National Electric Products Co. Our president, Mr. Tracy, having secured a majority of the members by vote and a contract signed, the C. I. O. appeared on the scene with all his henchmen and threw pickets around the plant, making it impossible for this plant to open. I do not know what you think about this, but it is high time our organization and the American Federation of Labor began to draw up some plan of attack to curb this practice. I know there is some law whereby we can curb this outrage of lawlessness. If he gets by with this procedure, my friends, you can rest assured that if he wishes to picket your plant



or business or shops he certainly will do so and ask you nothing.

We all know that the C. I. O. is a very young organization, and if it succeeds—well, I will let you draw your own conclusion. It seems to me that in the field of unionism there is going to be keen competition. Let us check a bit and see how our stock stands. 1. The railroad engineers, firemen, conductors, enginemen and yard crews in the United States are not affiliated with the A. F. of L. 2. The steel, mining, textile and automobile workers are not affiliated with the A. F. of L. 3. Last, but not least, there seems to be a gentleman somewhere, I can not recall his name, who has now organized the federal relief WPA workers. My friends, we are all working people, we are judged by the actions and things we do, and in order that we may be allied, if it is ever possible, and work closer together for the betterment of the unions, we must first find out how they stand, and also their outside associations, if there are any. We hear lots of talk and rumors, and the only way to find out is to investigate their associations.

There are a few questions I would like to leave with you to think over. I think it is nothing but right that we should know this in order to avoid association if it be true. Has the C. I. O. denied the right to work to those who refuse to pay it tribute? Does the C. I. O. promote violence and disregard of law? Is the C. I. O. associated with communism? A prospect for the organization should not be drafted in without his say so. The leaders should tell him in a sane way how he will be protected and benefited by the whole in better working conditions, wages and insurance benefits. If you will tell your prospect this he will not turn you down. If he does, well, you will be better off without him. For this prospect will not make a good union man. In order to succeed we have got to revive our old-time spirit and come down off of our high horse, straighten our affairs and associations out.

For a better I. B. E. W. THE SENTINEL.

#### L. U. NO. 732, PORTSMOUTH, VA.

Editor:

Comments from Local No. 732, one of the two railroad locals on the "Road Through the Heart of the South." Well, Brothers, you guessed it the first time. I speak of the Seaboard Air Line, one of the fairest employers of railway employees in the country.

I think we can all say on this railroad that we have had exceptionally good times here since the birth of air conditioning. It has been a gift to a department that has long been looked on as something in the way but impossible to do without. Which leads up to what I want to say and find out what the railroad electricians on other roads are doing in regard to air conditioning.

The first cars on our railroad were air conditioned by the Pullman Company in 1934 and since that time the number of cars has increased yearly until we now have 85 cars that are sure making our department bloom. We were fortunate from the start to have all the work given to us, although we are now losing some through no fault of our own. And I might say we have not any definite ruling yet that covers this branch of work, and since we have performed satisfactorily so far I do not see why we should have to lose any part of it. If it is going to work around to a department of its own, it is my personal belief with the amount of electrical knowledge necessary that it should come under the electrical department.

Now after writing the things I have in mind, I sure hope we will be able to read some comments in our magazine regarding

the manner this work is being handled on other railroads. Well, here's hoping that the Editor don't file this, my first effort to crash the magazine, in the trash can.

THE PEST.

#### L. U. NO. B-826, NEW YORK CITY, N. Y.

##### New York Steam Unit

Editor:

Well, boys, we are one step further to better wages since we have become union minded. Every member must give his full support to the organization and pull as one instead of 16 different forces. Remember your first big, momentous meeting for nominations of officers of your union? Some fun, eh, boys! And the way the boys took their election to heart you would think the whole country depended on the results. Believe it or not, some of the boys waited until 6 a. m. to know the results. Just a little matter of 22 hours, but wasn't it worth it? A vote of thanks is in order for your judge of elections who sacrificed his own interests at home to fulfill his obligations to your newborn union. Stephen Butler is the gentleman's name. Also don't forget your two tellers, James McFarland and Johnny Dooley. Next time you see these three members, give them the glad hand.

And now a word about your officers. President William Wuest; he is young, some say, but don't forget, boys, he is full of that good old fighting spirit and that is what you want. He was remarkably cool under his first baptism of fire after being inaugurated.

Vice President Frank White; well liked by one and all, as the plurality vote he piled up proved. Recording secretary, Harry Parker. We hear he has plenty of experience for the job, and that is what we need. Sorry he was taken ill and could not attend the inauguration of his office. Joseph Kreisler, who acted as pro-tem, is another youngster who handled his first meeting quite capably, we think. Financial secretary, James Clyne. Remember your turkeys each Christmas? Well, Jim is the man who knows how to run such things. So, boys, make Jim's job easier by seeing him early and often with your dues. He has a job hard enough as it is, and don't make it any tougher for him. Treasurer, Edward Lemmer. They say Diogenes looked for an honest man with a lamp. If Diogenes had lived in this day and age he could have been blindfolded and just put out his hand and touched Eddie and would not have had to look any further. Words are superfluous when describing Eddie as conscientious in any work he enters into. Business manager, Morton Thompson. Soft spoken, we hear people say, but don't forget, a soft answer turneth away wrath. This is a job we don't envy. You who are members can give him a great lift by talking non-members into your organization. What we want is a 100 per cent organization. Tell the non-members that without the efforts of their previous delegates they would not be participating in the benefits which we will now all receive and they should be big enough to shoulder their just share of the burdens and fight shoulder to shoulder with their fellow employees. Come on, non-members; don't be shirkers; get up in the front line trenches with the rest of us.

Don't forget your temporary international business manager, Reggie Brenner. He did a swell job organizing, and even though ill, carried on each day without interruption. A vote of thanks is in order for the splendid work he performed. Better luck next time, Reggie, and thanks for all your work for the salary increases. When we come to the

executive council, we could not have gotten a better distribution of officers who are in a position to feel the pulse of the whole organization. Each group of members has a contact man in this council who knows their own particular needs.

The executive council is composed of your president, vice president, recording secretary and the following four officers: Thomas Donnelly, Raymond (Cy) Kennedy, Harry Arffmann and Otto Mallek. Good luck to the executive council, and may their way be smooth and their pitfalls few and far between.

And now a word to the members. Don't let your officers down. If you can't get behind them with all your strength and make their way easier by a boost now and then, please don't knock them. Remember it might have been any one of you elected into their particular position and you would want the support of the whole organization behind yourself. Election is over and let all of us forget our animosities and plug up the weak spots in our armor and go out and do battle as one army. Attend your meetings regularly. We don't wish to throw your money away on a large hall and find only 200 members present when there should be 800. And the girl members, God bless them; don't say you are too shy to attend a meeting once in a while as a body. One member, Martha Kaiser, has attended our first two meetings, and you other girl members should get together with her some meeting night as if you were going to a theater party.

More anon when the press secretary is duly appointed. JOSEPH FRANCIS DUFFY.

#### L. U. NO. 887, CLEVELAND, OHIO

Editor:

Let's pause a moment to congratulate the unknown winner of the popularity contest staged by Maestro John J. McCullough for the press secretaries of System Council No. 7. Time flies and memories slip and still we wonder.

This being the month of June, we had our election of officers and here they are: President, R. W. Blake; vice president, R. A. Ruffner; financial secretary, E. C. Frank; recording secretary, Earl Bartlett; treasurer, Arthur W. Bittel. Executive board members—L. J. Moher, Carl Hammond.

The newly elected officers wish to thank the membership for the confidence shown them by the large vote and assure you that the affairs of the local union will be handled efficiently at all times.

Our members on the Nickel Plate are on their toes at all times. Our new committeeman at Conneaut, Ohio, Brother Kelly, keeps the working agreement in effect. Brother McIver, at Frankfort, Ind., is also going places. We appreciate General Chairman H. A. Schrader's successful efforts in getting more electricians hired at various points. Needless to say, these new men have tickets. Brother P. B. Summers, of Bellevue, attended our last meeting.

Our membership on the Erie is increasing. Brothers Hecker, Lenz and Brown are active in the interests of their organization.

We are still operating under an open charter and the results are very satisfactory. This local union is co-operating with Local No. 1024, of Pittsburgh, in bringing the electrical workers employed on the Pittsburgh & Lake Erie R. R. into the I. B. E. W. and the protection of the New York Central working agreement. We are also co-operating in the nationwide drive to organize the yard and shop forces of the Pullman Co. A short talk with a Pullman employee will convince a doubter of the benefits of affiliation with the standard railway labor organizations and what a company union can't and won't do for its membership. The shop craft



employees on the Pennsylvania are also anxious to follow the example of their fellow workers on the Long Island R. R. and line up where they belong. Let's all get a new member. Your organizing committee will have an interesting announcement soon.

Our entertainment committee, headed by Brother L. J. Moher, is preparing to do things.

BILL BLAKE.

#### L. U. NO. 953, EAU CLAIRE, WIS.

Editor:

We held our regular meeting May 21 and after the meeting served lunch and refreshments. The local had visitors from Red Wing, Minn., in Brother Schilling, business manager, and Brother Erickson, president of Local No. 928; also Brothers Kelley, financial secretary, and Wetcher, business manager, of La Crosse local. The agreement we are trying to get signed by the Northern States Power Co. was read and I think everybody seemed to be for it. Brother Boyle was in Friday, May 21, in regards to the same agreement. The party after the meeting went over fine and that showed they had a pretty good committee. More power to them. Yes, you fellows who helped them out, the committee wishes to thank you all.

The inside wiremen are getting along so I can't write much about them at present. Here is something I would like to say now, and that is, why don't you fellows attend the meetings every chance you get? There is always something new for the new members. Don't let a few arguments stop you from coming, because that is the way to learn unionism and not on the side lines. When you have a question to ask, go right to it. Don't be bashful about it, because that is what this union is for. Not for one, but for all.

I think the utility is pretty well organized at the present time. There is a lot to be done yet. Come up and give your suggestions. If you don't ask, you never learn. That's enough of that for this time.

You Brothers who came from Red Wing to attend our party, we wish to thank you very much, because it is a pretty good trip from Red Wing to Eau Claire, and the same applies to La Crosse.

I am going to try to introduce each department every month. We will start at the warehouse, where we have H. Brown. Just step in and you will find this gentleman ready to serve you. We have V. Donaldson, L. Ohms, Sanek, C. Hallberg and E. Olson. You can meet these gentlemen and Brothers in the warehouse at the service building. Let's all get acquainted and we will get along better. I see so many strangers at our meetings that I am afraid I might get lost if it wasn't for our vice president, Brother Panzer. The delegates and committees seem to be doing a pretty good job. Oh, yes; how is that nominating committee getting on? Not much time left now, boys; better get busy.

Last minute news: The N. P. P. Co. signed the agreement. It is now on the way to the International Office and Brother Mike Boyle for official signatures. Well, Mike, this is rather late, but I hope your cars and drivers come through that 500-mile race o. k. Sign off.

MR. BUZZER.

P. S.—If you don't know him, get acquainted at your local meetings.

#### L. U. NO. 1154, SANTA MONICA, CALIF.

Editor:

Local No. 1154 coming on the air just to enlighten the workers of the old U. S. A. that we are still in the picture and riding along with the march of time. Your writer has been somewhat inactive in the past few

months, but as the old mill wheel turns so does the progress of Local No. 1154. Our active and never-tiring business manager, Brother Theodore Neilson, has been hitting home runs so fast that the scorekeeper ran out of chalk. And with the able assistance of our ex-business manager, Ham Norgard, new names are hitting the dotted lines every day. The result looks about a 97 per cent closed district, and those that are not closed, one might as well try to take a sleigh ride in Ethiopia as to get them on a closed shop basis. We have added 20 new members to our rolls and have that many or more on application.

Local No. 1154 draped its charter in memory of Brother Pete Fox at its last meeting. Brother Fox was a new member and was accepted in our local on April 7, 1937.

Work in our jurisdiction has been plentiful the past six months and all of the Brothers going 100 per cent. A great many of the boys fell into other channels of work during the days of corner hunting, but have gradually gotten back into the old harness again. And it appears that organized labor at this time has the doors of victory open to them under our present administration, so, Brothers, keep your heads up; the C. I. O. is digging its grave. Sit tight, give your co-operation to your I. O. officers and that day of reckoning will come and we of the A. F. of L. will hold a good Irish wake at the funeral of the C. I. O. The day has come when sabotage methods are out of the picture, and if Mr. Lewis' C. I. O. dream is carried through to success it won't be till the communistic element is weeded out. Within two miles from where I am typing this column, operating day and night the year around, is one of the world's large aircraft factories, makers of the great Douglas Ship, the first of a fleet of five to fly around the world, the most popular ship of the air today in the commercial field.

The United States practically kept the factory going, filling government orders to the extent that it was compulsory to enlarge the factory to one of the largest known. Government orders alone on the program today will keep the plant going for the next three years. C. I. O. pulled a strike there and in with their own company union were injected a bunch of Communists who had never been on the pay roll a day in their life. Twenty of these men are on trial today in the Los Angeles courts. Three of them are from the Communist Party and never employed in the factory, and still if the C. I. O. thinks such will strengthen their cause they are badly mistaken. When public feelings throughout the nation turn on an organization they are as good as whipped, and that's the handwriting on the wall today.

Local No. 1154's new officers will take their chairs at the next regular meeting, but I will have to wait till I see them all in place before I give the line-up. It looks like the same old steamroller gang, but nevertheless, it's all okeh as long as the refreshment chairman keeps active. More at the next issue.

O. B. THOMAS.

#### BUILDING TRADES ENTER INTERNATIONAL FIELD

(Continued from page 295)

#### WORKERS' DELEGATE

Mr. Robert J. Watt, secretary, Massachusetts State Federation of Labor.

#### ADVISERS

Mr. M. H. Hedges, International Brotherhood of Electrical Workers.

Mr. Francis J. Gorman, president, United Textile Workers of America.

Miss Lillian Herstein, executive board, Chicago Federation of Labor.

Mr. Frank X. Martel, vice president, International Typographical Union, Detroit, Mich.

#### SECRETARY TO THE DELEGATION

Miss Mary Hulbert, School of Social Service Administration, University of Chicago.

Besides the question involving public works, which marks perhaps a new emphasis in the deliberations of the International Labour Conference, the following questions are being warmly debated in an effort to arrive at draft conclusions:

- Forty-hour week for textiles
- Forty-hour week for printing
- Forty-hour week for chemicals
- Minimum age for working children
- A safety code for building workers in the field of scaffolding and hoisting machinery

Though no question on the agenda directly touches the vexing problems of technological employment, this subject underlies every question discussed in the Conference. Mr. Necas, president of the governing body, in his opening speech, stated: "Unemployment in the modern world is not merely the result of economic circumstances; its causes are structural and permanent. The most modern methods of manufacture, those which are included in the general term 'rationalization,' have relieved the physical fatigue of the worker, but they have increased the nervous strain and reduced possibilities of employment. We should endeavor to ensure that technical progress shall be a blessing and not a curse for the workers."

Geneva, which has been an international center for more than 500 years, is the capital of the world, if any city may be called such. The new League of Nations building is about completed and there is a daily influx of important people from the world's governments, facing common international problems. It is not an uncommon sight to see world figures on Geneva streets or brush arms with them in hotel lobbies. One may hear in the cafes four or five languages at any one time. One sees Oriental costumes, the fashions of Paris and the provincial garb intermingled on the avenues.

With its usual gift for diplomacy, the Japanese delegation has challenged the American delegation to a baseball game. So deep is the interest of the Japanese in this particularly American sport that they have brought from Tokyo full equipment, including bats, balls and gloves, for the occasion. The Americans expect to be beaten.

The Conference will close about June 23. It is regarded as a high water mark of attainment in the international field and has taken on unusual interest to Americans, inasmuch as there is a governing body election which will involve the selection of an American representative.



## WORLD'S FAIRS BASED UPON ELECTRIC EXHIBITS

(Continued from page 297)

alone, as represented by the radio set, accounts for millions of KWH per year.

The Tennessee Valley Authority project, with its vast power houses for generating an enormous output of electric power, is typical of today's demand for more and cheaper electricity. The total amount of water power available on the North American continent is estimated at 73,000,000 horsepower, of which better than 22,000,000 has already been harnessed. Improvements in transmission technique whereby electricity can be transmitted a greater distance with reasonable losses, is bringing more and still more water power within economical reach of centers of population. The Hoover Dam, with 2,000,000 horsepower being tapped for use, is typical of our remote water power now being brought into play.

And more and cheaper electricity is the very foundation for electrical work. It means more and better wired homes. It means more appliances than ever before. It means more installations, more alterations and additions, more maintenance and repairs of equipment.

Meanwhile, electric illumination is certain to play an important part in forthcoming exhibits. The recent Better Light-Better Sight campaign has had an enormous influence on the American people. We are more light conscious today than ever before. It seems unbelievable, looking at that early electric lamp, that only a few decades ago its 16 candlepower was considered adequate for illuminating a room. True, it offered as much light as the gas jet or the kerosene lamp with which it competed, and far more light than the tallow candles of an earlier generation. But nevertheless, such illumination today would be considered ruinous to everyone but the oculist and the optician.

## GASEOUS CONDUCTORS SHOWN

Doubtlessly, new lighting techniques are about to be introduced. Already we have indications of what to expect in the high-intensity mercury-vapor lamps now being used in factories, and the sodium vapor lamps that bathe short stretches of our highways with their soft yellow light. The next big step forward in electric illumination lies in the use of gaseous conductors rather than filaments. It seems that the filament lamps have been developed to the peak of efficiency, for tungsten, operating in a gaseous atmosphere, is now being heated to just about its melting point. Hence little more can be done in this direction. But in the gaseous conductor field, we are just at the beginning of some very promising results. The greatest obstacle is one of color. The greenish light of the mercury-vapor lamp is by no means pleasant, yet the 40 lumens per watt—double that of the incandescent lamp—is a mighty important factor. Likewise the yellow light of the sodium vapor lamp is not pleasing, but its efficiency, being about that of the mercury-vapor lamp, is something to

work for. Doubtlessly the research workers are already scoring progress by way of making these forms of illumination more attractive and we can look forward to something startling in illumination practice for factory, store and home.

Some recent experiments with mercury vapor in tiny quartz tubing, capable of passing hundreds of amperes within a few inches of length and a fraction of an inch diameter, disclose a light source that approximates the intensity of the sun itself. Perhaps we are on the threshold of greatly cheapened light, which in turn will mean the use of much more light for the better enjoyment of evening hours. Today, light is no longer a luxury. People don't have to go to bed with the chickens. But still more light can serve to carry the sports and the outdoor daylight activities well into the night, especially for those otherwise doomed to inside work and play. The widespread use of ultraviolet light, with its health-giving rays that provide vitamin values heretofore sought in codliver oil, also extends our daylight hours, synthetic though they may be.

In the electric transportation field, the forthcoming exposition will have much to report by way of progress. The outstanding achievement will doubtless be the New York to Washington electrification of the Pennsylvania Railroad, with probably quite a bit more trackage added by then. Although this project has been under way for the past three decades, it is only in the past two years that through trains are being hauled electrically a distance of some 250 miles, with an additional 75 miles or so of the affiliated New Haven road. The Pennsylvania Railroad, with approximately half of its 26,899 miles of trackage now electrified, and with a density of traffic second to none for any long-distance railroad, is the climax to the electrification progress throughout the world.

The writer was fortunate, just a year ago, to be invited to ride in one of the huge stream-lined electric locomotives between New York and Philadelphia. To tear along at 85 miles per hour, with the knowledge that there is still another 25-mile margin left despite the 12 steel coaches being hauled, and all the while to be enjoying solid comfort and quiet, is a brand new experience in railroad-riding. The panel boards directly in front of both engineer and fireman, reproducing the three-light semaphores of the block ahead, spell a new conception of safety; for, regardless of fog, rain or snow, there is in the cab an exact duplicate of those block signals ahead, together with an automatic trip and stop should the engine crew overlook or disregard a warning signal.

## DIESEL-ELECTRIC COMPETES

Meanwhile there is the growing competition of the Diesel-Electric stream-lined train which carries its own electric power plant. Dozens of such trains are in daily use, establishing new time tables for given runs. It seems that such trains are certain to take over the long runs, sooner or later, leaving to the electric locomotives the shorter runs and the handling of denser traffic for which the electric power is ideally suited, because of its supreme dependability and uniformity under widely varying conditions of weather.

The street car may be presented both as a relic and as a startling innovation, at our forthcoming world's fair. Certain it is that the lumbering, noisy, sluggish electric car of a decade ago is as extinct as the dodo. The faster tempo of automobile traffic killed it. Yet engineers have not failed to revamp the good old trolley car, and today we have quite a different version. Trolley cars are made of the newer, lighter metals. They are being stream-lined. Most important, they are properly silenced, so that a conversation is comfortably possible within such a car. Quicker acceleration makes for more rapid transportation. Soft leather seats serve to eliminate the last stimulus of uneven tracks from the consciousness of the passengers.

The World's Fair in New York will certainly play up these latest trolley cars, if not actually in the Fair Grounds, at least in the transportation means to the site. Already there are streamlined trolley cars operating in the city, while the latest subway trains with shorter, articulated cars, have such a quick pickup that passengers have had to be taught new strap grips to remain upright. The trackless trolley too is bound to be noticed, perhaps within the fair grounds proper.

## TUBES DENOTE ADVANCEMENT

In the factory, electricity has three outstanding tools with which to eliminate much of the tediousness of repetitive operations. These tools are: (1) The vacuum tube; (2) the photo-electric cell; and (3) the cathode-ray tube. Some of the most amazing tasks are now being handled by these electrical brains and nerves, controlling electric muscles and steel hands and limbs. No end of displays will rotate about the use of these three important developments. For instance:

The grading of products by photo-electric cells is now commonplace, but daily the technique becomes still more ingenious. We have paints, for instance, reduced to a definite curve corresponding to the component colors and proportions, so that any plant with that particular record can precisely reproduce the given shade. Imagine a paint made three years ago. It must be duplicated. The technician in another plant looks at the curve and promptly reproduces that exact same shade—so closely, indeed, that you can brush the two paints side by side with no apparent difference to the eye. The color comparator, based on the photo-electric cell, does the work.

Then there are no end of inspection jobs. In one plant, the photo-electric cells examine every coffee bean marching by to the packaging machine. Improperly roasted beans or shriveled beans are promptly yanked out of line. Surely no human being would want that tedious job, yet the consumer does want a uniform coffee. Or it may be the examination of fabrics as they come whirling off the printing press, or tennis balls, or labelled bottles, and so without end.

## CANNY AS HUMAN EYE

Whatever the human eye can do, the photo-electric cell can duplicate. This ingenious device coordinates the forces of light, chemistry and electricity. It lends itself to endless jobs. It can take the place of the motorcycle cop, checking speeding motorists far more accurately, politely but firmly, and without "fixing." It can open and close doors as passers-by step into a beam of light. It can count people, vehicles, items and packages passing by. It can check the density of the smoke going up the smokestack, and can report to the stokers below. It can translate a sawtoothed line into a speech or music or any desired sound effect, which is the basis



for present-day talking pictures. And so on and on.

The vacuum tube is to electricity what the trigger is to a gun. Also, it is the electrical microscope, magnifying minute quantities of electricity. Or perhaps it is best to call it the modern Aladdin's lamp, and let it go at that. The applications of the vacuum tube are limitless. Its well-known usage in radio is but the starting point. Today, engineers are studying the electrical and industrial possibilities resulting in many new applications. We know of a young electrician working in a textile plant who has made excellent use of the vacuum tube in combination with the photo-electric cell and cathode ray tubes. He has saved his employers thousands of dollars and in turn has been adequately rewarded.

As an electrical trigger, the vacuum tube serves to control power by means of infinitesimal impulses. It is very much the same idea as pulling on the lanyard of a 16-inch gun and firing a one-ton shell on a target 20 miles' distant. Recent tube developments permit measuring electrical energy down to a hundredth of a millionth of a billionth of an ampere. That is really an astronomical figure, but absolutely accurately stated here. It compares with the electron flow through the usual 50-watt incandescent lamp as two drops of water with the enormous volume of water spilled over Niagara Falls in a year. Something like three quintillion electrons per second (3,000,000,000,000,000,000) flow through an ordinary 50-watt lamp. The new vacuum tube is able to measure accurately a flow of about 63 electrons per second. It is so sensitive that, in conjunction with photo-electric cells and thermo-couples, it can measure the amount of heat radiated by stars countless miles away.

The thyatron tube is already extensively used for the direct control of a power circuit by a weaker current. This tube, with its elements in a mercury vapor atmosphere, has limitless industrial applications. It is being used as a dimmer for theatre lights. It is the means of automatically timing welding operations, insuring uniform welds without the danger of "burning" or weakening the metal.

In the cathode ray tube, which virtually writes the message of electricity, we may expect perhaps the most outstanding electrical exhibits at the forthcoming fair. Foremost and above all, of course, the cathode ray will be the basis of practical television which is almost certain to be in use daily, by 1939. Recent demonstrations as well as statements by authorities indicate that television is here and now, technically speaking. Economic problems remain to be solved. Also the proper coordination of sponsor, performer, broadcaster, wire network and audience. But keen competition will drag television out into the open, shortly.

The cathode ray tube less than a half dozen years ago was a laboratory instrument. Few tubes were built. They sold for too much money to meet with general favor. Also, their life was limited to 50 or 100 hours. And even if the tubes were available, the buyer would have been at a loss to use them successfully. It remained for a young electrical worker, Allen B. DuMont, to popularize the cathode ray tube for endless commercial uses, and to provide tubes of 10,000-hour life at a low price.

Just what does a cathode ray tube do? Well, the reverse question, what doesn't it do, might be easier to answer. The funnel-shaped tube simply throws a stream of electrons from the cathode in the base, through several controlling cylinders and between controlling plates, on to the chemical coating at the flattened end. The fluorescent coating glows at the point where the electron stream

impinges. Varying the nature of the coating determines the duration of the image. For some applications, the screen may retain the image for a full minute. In most applications the screen image lasts but a small fraction of a second. At any rate, the electron stream, swept over any portion of the screen the same as would be the case with a water hose, traces a luminous pattern. Thus electricity writes its story.

Whatever the photoelectric cell does by way of seeing things, the cathode ray tube does by way of making those things visible to the human eye. Simple and intricate wave forms; a spot of light moving over a graduated screen; an entire pattern of luminous lines woven into actual images for television purposes; actual handwriting—these and many other things can be handled by such a tube.

Also, the use of contacts within the tube, or the use of photo-electric cells externally set with relation to the screen, make the cathode ray tube applicable as a switching means. Instead of a mechanical switch arm and contacts, we can use the electron stream, which is infinitely faster and more accurate, for delicate switching functions involving thousands of contacts if need be, and lightning-fast action.

Here we are with almost half an hour's reading and still the wonders of the forthcoming electrical exposition have been hardly touched upon. In addition to the applied science exhibits there will be many exhibits in the pure science field, which will be even more spectacular. Doubtless there will be the generation of man-made lightning, using the huge metal spheres supported on tall cylinders inside of which long belts generate static electricity of the order of many millions of volts. The wonders of the infinite will be demonstrated. People will hear the antics of electrons. We will be convinced that today the scientists know precisely what electricity is, even though they may be unable to explain it in our commonplace language.

All of which simply boils down to this: electricity is still in its infancy; its wonders are just beginning to be known; its possibilities are infinite; and the electrical worker, willing and anxious to learn and to perfect himself and to do some original thinking when need be, is engaged in the greatest field of endeavor of all time.

## LABOR CONCILIATION SERVICE TAKES SPOTLIGHT

(Continued from page 294)

tions covering the matter in dispute, so that they may be in position to advise employers and employees, because it so happens that the employers and employees are often unfamiliar with the plainest facts and conditions influencing the stand of each contending party.

While in Mr. Kerwin's office we heard him talking over long distance to a woman mediator, Anna Weinstock. "I wouldn't ask you to take the plane, but do so if you think it's necessary," he said. She was on her way to another city to study the wage scales paid in three shoe factories. After bringing a tentative agreement between the employer and the union workers in one plant, she had been given the authority by both, to fix a wage scale that would be on a level with that paid by competitors. She was wasting no time in getting the investigation under way.

## ASSURANCE IN FACE OF TEST

While strikes in the past year or so and some of the methods used by both employers and workers have given rise to dangerous situations that sometimes had the whole nation looking apprehensive, Mr. Kerwin, secure in his 24 years' experience in labor disputes, is not easily excited. He believes that disputes will be settled, agreements reached, as they have always been in the past. And he can recall strikes in the past that were more violent, more widespread, than those of 1936-37. In 1922—when for several months more than 1,000,000 workers were on strike in three major industries: coal mining, the textile industry, and the railroad shop crafts. The miners walked out April 1, 1922, and the movement back to the mines did not come until August 15; and the shop crafts fight continued on many railroads for months. In the hearings on the Department of Labor's appropriation bill in this year's Congress Mr. Kerwin made this statement:

"We have not reached the point where we may expect that peace will always reign in industry, as long as men are actuated by a desire for gain and as long as employers and employees differ as to methods of employment and production. Then we are confronted with many contests over the right of workers to organize and as to how they shall organize, or whether they shall be recognized under employee representation plans or through trade unions. But we in conciliation are confident that after all, when a case is settled through mediation and conciliation, it is settled on a basis that provides for a better relationship in the future, because both parties to the controversy have taken a personal interest in the negotiations leading up to the agreement, and they have set their hands and seals on the agreement and they look on it as a joint undertaking."

Last spring the United Mine Workers threatened to go on strike till their new contract in the bituminous field was signed. While negotiations were going on, who should "happen" to come in town but Edward F. McGrady, Assistant Secretary of Labor. "Who asked for McGrady?" was the question. Actually neither side had called him in, but he was there keeping in touch with the situation and ready to use his influence if it were needed to keep the negotiations rolling smoothly. As we have already mentioned, the Labor Department has this power and does not have to wait to be "asked in." Both Secretary Frances Perkins and Assistant Secretary McGrady have stepped in as mediators in important cases. The Remington-Rand case had been in dispute for some time before the final arrangement for settlement was made between Rand and his associates and the union representatives; both Miss Perkins and Mr. McGrady had assisted in bringing peace, as well as Conciliator P. W. Chappell.

Although Mr. McGrady is over, not under the Conciliation Service, he rates mediation in labor disputes among the most important duties of the Department



of Labor, and does not hesitate to add his own talents to those of the commissioners of conciliation when occasion arises. McGrady is known as an "ace" mediator. His background as legislative representative for the American Federation of Labor, his experience in the NRA as assistant to General Hugh Johnson, his long association with the capably organized printing trades, and his political background (he was a councilman in Boston, later a member of the Massachusetts legislature) have contributed to his great ability in handling people.

Not only the big jobs but the little ones come under the scope of the Conciliation Service. From mediating in a strike involving thousands of people, the commissioner of conciliation may find himself turning to the personal grievance of some worker, whose joys and sorrows are unimportant, it seems, in relation to a vast industrial set-up. When he can find the time, evenings, or odd moments, the commissioner goes to see the man's employer and tries to set things right and in this way many hundreds of people return to work under a better understanding. Sometimes the complaint is so trivial that it seems almost laughable, but the worker has brooded over it till it looms large in his life, and as an individual he cannot, or is afraid to complain to his employer. He has no one to represent him, so finally he or his wife writes a letter to the President, or to Mrs. Roosevelt, or to the Department of Labor, and it is referred to the Conciliation Service.

A man who had had his leg cut off in a railroad accident was put to work as a crossing watchman. The crossing he was assigned to was far from his home and he wanted to change to one that was closer. He didn't know how to take it up with the railroad management. So, somehow, his complaint came to a federal conciliator, and with a few words, the better arrangement was made.

Every year scores of complaints have been settled by letters from the Conciliation Service to employers. Changes have been made to workers' advantage, people have returned to work under better conditions, evictions have been stopped. Several of these cases have involved deaf people. The wives write in, saying, "My husband is deaf, he's discriminated against. \* \* \*" One deaf man was even promoted due to the good offices of the Conciliation Service.

What this helping hand means to individual workers and their families can best be illustrated by quoting from a letter one of the commissioners wrote to Mr. Kerwin. This is an actual case so we are substituting another name for the worker's own. We'll call him Abe Bauerman.

"Abe Bauerman lives in one of Brooklyn's suburban tenement houses with his wife and two children, a boy and girl, of 10 and 12 years of age. He is about 30 and his wife—a tiny woman of the same age, but looking older—told me his story; he was away working on the last week or so of work in the pocketbook industry for this season. Next season's work will begin in January or February. He gets

\$28 a week when he is working during the seasons—there are two, the late winter months and the summer months (or early fall months) now ending. Between times they have been on relief—with a month to wait until they get that, for they cannot get it until his job is completely stopped.

"The tenement is a huge, dingy brick affair with hall walls filthy with grime; a huge air-shaft; and as many entrances as a ground-hog burrow. There are no bells—at least in order—and one knocks on doors promiscuously asking if anyone knows the Bauerman family. On each landing are seven apartments. Probably once the aromas of the halls could be classified and even their strata charted, but now it is a rancid conglomerate of years in which the double-bass of garlic simply blends into the general symphony.

#### LETTER TO PRESIDENT

"And in a tiny, four-room apartment, at \$28 a month, the four Bauermans live, on the second floor, inside and with not a single opening except on the airshaft. And the four rooms are immaculate. They were neat—and it was not known that I, or anyone was coming—and nicely furnished. \* \* \*

"Mrs. Bauerman knows the whole story and told it to me in English—perfect understanding of English but a strong German-Polish accent. Her husband works for a contractor in the pocketbook making. If he could get a job with a regular manufacturer, instead of these

sub-contractors, he would have steady work—for nine or 10 months, anyway. But he couldn't. The manufacturers hired through the union, under their union contract, and he couldn't get one of these jobs. He made good money once; all their furniture was paid for; they owed nothing; but they had been able to save nothing on \$28 a week—and two children; and when they went on relief—like last winter and before—you had no money to live on while waiting for the relief; how could one get along? If he could only get a job with a manufacturer it would be steady! He always paid his union dues and special taxes—if the union would only help! The dues are 55 cents a week.

"She could not get over the fact that I was from the letter to the President! It did not seem possible that the President should send—'f'om de Prahsident—you iss de Gov'mant!' I showed her the letter to the President—it was the letter itself!

"At the union offices \* \* \* I had a long talk with the general secretary-treasurer \* \* \* whose attitude of cautious aloofness rapidly disappeared. He was astonished when he learned the cause of my inquiring call: 'Do you mean to say that a letter from a common workman to the President is not dropped in the scrap basket?' he said. 'I am frankly astonished—I never thought of anything like it—you come, because a worker wrote a letter to the President? Do you know what this means—it is amazing—I never thought that the Gov-

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ernment took such pains with a matter like this! Just a letter to the President—and it is not dropped in the scrap basket—but he sends a representative to look into it!"

"He sent for the union record of the man—dues paid up and a good member since 1922. 'He's a good union member,' he said. 'Steady worker in the seasons.'"

"We had quite a long conversation; he is a very intelligent man. 'I do not want to make any rash promises,' he said, after we had discussed various economic and labor matters in general, 'but I want to assure the Department and the White House of this—that this has become a most remarkable case, it stands out in my mind because of this letter and the action taken on it, and that everything possible will be done to help this man. It is an exceptional case and I promise that he will receive special attention. The season ends in a fortnight; I will try to have him taken care of some way, and, when the next season opens in January and February I will still have it in mind and try to get him fixed.'"

*Hugh L. Kerwin died in June, at the age of 68, stricken by a heart attack as he was putting forth every effort to settle the growing steel strike. His work will go on through the men and women he trained, inspired. Dr. John B. Steelman, named to succeed him as acting chief of the bureau, has been a conciliator though for the past few years he has been doing special work for Secretary Frances Perkins.*

## HAZARDS COST BILLIONS IN ONE TRADE

(Continued from page 298)

aware that the danger exists, yet the men on the job do not dare to complain. A good deal of direct and constructive hazard prevention, striking at the very root of the danger, has already been done by some labor organizations. Its continuance and extension is to be greatly encouraged, for the welfare of the worker, the industry and society.

The importance of focusing efforts upon accident and disease prevention rather than upon compensation after disablement becomes apparent once the inadequacies and administrative difficulties of even a comparatively good workmen's compensation system such as that of New York, are realized.

Under the New York law the disabled worker is entitled to compensation at a rate equal to two-thirds of his average wage rate during the year preceding the time when he became disabled.

Actually, because many employers consistently fail to report the names of all of their employees at any given time (in a deliberate effort to keep their insurance rates low), and because the worker often works for many different employers within the time limit and cannot remember them all afterward, and because he is often completely unemployed for extensive periods, at which his rate of earnings is nil, the disabled worker receives compensation at the rate of only about half of his current earnings. Such was the experience of the painters studied in this analysis.

Moreover the worker is subject to great expense in the form of expert medical testimony presented on his case by physicians, the usual fee being \$25 per hearing. In addition the worker loses a half day's pay every time he attends his hearing.

Under the present system in which most employers insure themselves against compensation risks, the insurance company rather than the employer becomes the defendant against the worker's claim—a set-up which tends to encourage lengthy litigation over the terms and the legality of the claim. Often it is six months before the workman receives one cent for even the smallest compensation.

The fact that the law provides three different methods by which the worker's average wage rate may be computed is but one source of much legal quibbling, requiring hearing after hearing. A bill has now been introduced in the state legislature to remedy this evil by providing that the compensation rate shall be equivalent to two-thirds of the actual wage rate of the claimant on the day before he became disabled. This bill, if passed, would remove the wrangling over the basis of computing average rates and would give the worker a much larger rate than otherwise if he had been unemployed during the preceding year.

Other needed reforms include limiting the number of hearings which may be held on a case to some low figure, as two, and the period within which the case must be finally accepted.

One of the worst defects of the law has been the fact that until 1935 the employer or insurance company has had complete control of the medical examinations and treatment which the disabled worker received. This meant that the worker was represented at hearings by medical experts paid for by the defendant against the claim. In addition he frequently received very inadequate and sometimes unethical medical care and was sent back to work before recovery.

In an effort to remedy this situation the law was remedied to provide that the worker should name his own physicians, but employers soon got around this difficulty by offering the disabled worker a statement to sign in which he waived this legal right.

Under the circumstances, Mr. Gersh suggests that the only real remedy is to set up a state-controlled compensation fund of employer contributions, to replace the premiums which they now pay to private insurance companies, and from this fund provide the compensation, the medical care and the representation of claimants before compensation hearings.

Under such a system there would be a tendency for employers to take more direct interest in the safety and welfare of their workers and strive to remove occupational hazards which cost the nation so dear.

"A full realization of these economic lessons," writes Mr. Gersh, "should be a strong stimulus toward the co-operation of all parties for the elimination of the scourge of industrial accidents and diseases. If some of that industrial efficiency that has made America famous were to be turned in this direction, society would be much the richer and happier."

## JOHN FARMER LIGHTS AND POWERS HIS HOME

(Continued from page 290)

tary of the temporary committee at the earliest possible date (preferably within one week), together with all other data useful for making the map.

(7) When all project survey blanks have been turned in, the signed blanks should be arranged by townships and sec-

tions (or in some other orderly manner) and numbered consecutively. Do not number unsigned blanks.

7. When all necessary data are in hand, the temporary committee should prepare a large map (preferably 1 inch to the mile), covering the whole project area.

(1) As a basis for this REA map, the temporary committee should secure a skeleton county map through the county agent or county engineer; or, get a post office rural delivery map of the county through the postmaster. If three such maps can be secured, so much the better. The committee can then complete two, one to be sent to REA and one to be kept for its own use. The third may be cut up into township, school district or other sections for the use of the various sub-committees during the survey.

(2) Next, a careful study of the attached sample map should be made, to see how the REA map is to be prepared. Note carefully what information is wanted, and the symbols suggested for plotting this information on the map. The services of an engineer at this point is not insisted upon by REA, but the project is more likely to be presented in a form for easy examination if prepared by an engineer.

(3) The map should show: (a) county name; (b) county subdivisions (townships, school districts, sections, etc.) according to the usage in your state; (c) highways; (d) railroads; (e) streams; (f) farm and other rural residences, schools, churches, filling stations, industries, stores, garages, using solid symbols (as in legend) for signed customers, and outline (O) symbols for unsigned prospects; (g) towns and villages, with names of same; (h) point of connection with source of power; (i) existing power lines; (j) proposed lines; (k) "ground-return" telephone lines where they parallel proposed lines (the local telephone people will tell you whether their system is "ground return" or metallic); (l) points of compass; (m) scale of miles; (n) last and very important, the location of each signed customer, marked by the number on his survey blank.

(4) Where towns or villages are included in the project, besides indicating them on the large map, an extra town plat should be attached to the large map for each such town or village. These plats should show the town streets along which the proposed lines would run, and the location of each residence or other building occupied by a signed customer or unsigned prospect. Approximate population of each town or village should be stated.

8. Next, the temporary committee should make a formal application for a loan on the form supplied by REA. This application calls for the following information, all of which should be given:

(a) Name, type and status as to incorporation of applicant; (b) approximate number of miles of line; (c) county or counties in which the project is located; (d) total number of signed customers; (e) the number of these signed customers who can be served from the proposed lines drawn on the map; (f) total number of unsigned prospective customers; (g) the number of these unsigned prospective customers who could be served from the proposed lines drawn on the map (the cost of extensions to serve customers who can be reached by one span of wire from the main line, plus an additional 150-foot service drop, is included in the REA loan; one span, which is the distance between two poles, will vary from approximately 200 to 500 feet, depending upon local conditions); (h) all possible sources of supply of wholesale energy, including both municipal plants and



private utility companies; but no steps should be taken to obtain a wholesale power commitment until the maximum demand and monthly consumption details are known. REA will be glad to suggest when to begin negotiations for a wholesale rate.

9. Summary of REA requirements: The temporary committee should send the following data to REA:

(1) All project survey blanks, both signed and unsigned. (See paragraph 6.)

(2) Project survey map, complete in detail, including extra plats of towns, if any. (See paragraph 7.)

(3) Application for loan, completely filled out, dated and signed. (See paragraph 8.)

This is all the applicant has to do until REA has studied the material and reported the result to the applicant.

10. So far as possible an REA project should be laid out in one continuous system. Scattered, disconnected units should be avoided.

REA engineers find that an electric distribution system which is to be owned and operated independently by a farmers' co-operative or non-profit corporation can probably not be operated on a sound financial basis unless it embraces at least 50 and preferably more miles of line, to serve an average of not fewer than three customers per mile. The policy of REA tends to larger projects than this, and if an otherwise feasible project fails fully to serve an unserved area, REA will require that it be enlarged to include as much of the unserved area as is economically possible.

Subject to variations made necessary by differing local conditions, the minimum monthly bill which each customer will probably have to pay will be between \$2.50 and \$3.75. This will pay for 40 to 50 kilowatt-hours of energy. But the average monthly bill must be higher than this minimum for the project to be self-liquidating.

The construction cost of REA projects has averaged a little less than \$1,000 per mile (the cost range generally being between \$850 and \$1,100 per mile), varying according to local conditions of terrain, required amount of tree trimming, number of customers per mile, etc. REA will lend the entire cost of the line, if the project meets all requirements.

## TWO LITTLE WORDS—WHAT DO THEY MEAN?

(Continued from page 289)

true or that the cost of living justifies increases. Gradually each side feels the other out, and, by preliminary sparring, tests the other's strength. Point after point is discussed. Separate caucuses may be held as to the wisdom of yielding or holding out; each side usually votes as a unit. Final agreement often awaits the settlement of two or three items which both parties believe to be strategic and crucial, and in the end, if agreement is to be reached at all, just as when nations are peaceably trying to adjust their disputes, one demand will be traded for another or the differences will be split. At all events the final settlement is a compromise. It will probably be a 50-50 proposition if the sides are of equal strength; if one party is appreciably more powerful than the other, the compromise will favor the former. It should also be remembered that almost always the negotiators have two or three audiences: There is the opposing side, the home constituency, and the general public. It is

always thus with legislators and representatives."

J. A. ESTEY in "The Labor Problem":

"This method of group action is commonly called collective bargaining; and one may regard it as the essential business of a trade union. Collective bargaining consists in the establishment of the terms of employment for a group of workers through the means of their chosen representatives. It does not imply that there are no individual bargains; indeed as under any such arrangements individuals alone and not groups are actually hired, there may be said to be nothing but individual bargains. It does imply, however, that no individual may be hired save under the terms set down in the agreement; and it is by this device that collective bargaining is collective, and it is thus that it puts its limits to competition. It is not so much a collective bargain as a non-competitive bargain. It is not the hiring of workers collectively, but the establishment of rules under which any individual may be hired.

"Collective bargaining is the very essence of unionism. It is its principal reason for existing. Without it unions become little more than fraternal or social organizations. With it they begin to fulfill their essential purpose. For only through collective bargaining can wage earners uphold their standards of living. \* \* \*

\* \* \* "The fundamental characteristic of all collective bargains is the establishment of what the Webbs have called 'the common rule' setting up standards in regard to wages, hours and the various incidents of employment by which all employees shall be ruled. These standards are minimum requirements below which none can be hired. Wages cannot be lower, hours longer, nor conditions of work less advantageous than those stipulated in the agreement. Thus, while workmen compete for work they cannot indulge in that particular kind of competition which consists in offering to work for less wages, longer hours or under less desirable conditions of work than their fellow employees. Competition thus has been raised to a higher plane. Whatever competition there is must be in efficiency, reliability, skill or other superiorities."

G. D. H. COLE in "Organized Labour":

"An association of workmen is not a trade union unless it attempts by collective bargaining to regulate the conditions of its members' employment. It may adopt different methods of doing this, but in every case some form of negotiation with the employers is involved. Nowadays, in nearly every case, the employers are organized in an association of their own, so that in the normal instance collective bargaining takes place between two associations, each speaking for a large proportion of the trade or industry to which the negotiations refer. There are still, of course, non-federated employers, though they are less numerous proportionately than unorganized workers; but non-federated firms in most cases follow the conditions established by bargaining between the employers' and workers' associations."

CAROLINE F. WARE and GARDNER C. MEANS, in "The Modern Economy in Action":

"Collective bargaining, whether by labor or by consumers, corrects in part the unbalanced bargaining position of the weaker members of the economy and tends on the whole to lessen the restrictive influence of industrial policy made by business. Collective bargaining by consumers almost necessarily works toward larger volume of production and consumption. Collective bargaining by labor can work either toward restriction or expansion, depending upon whether emphasis is placed on higher wage rates or higher employment. Historically, craft unions have more frequently been made up of limited groups of skilled workers who sought higher rates of wages for themselves through restriction, while industrial unions have tended to adopt a broader perspective of their industry and work for more employment and wages for all.

"So long as bargaining continues as an economic procedure, collective bargaining by consumers and workers is essential to overcome the expanded bargaining power of the modern corporation. However, collective bargaining is unlikely by itself to produce the condition of full and effective use of resources."

Collective bargaining has come to stay as a definite part of the machinery of industrial relations.

## MORE LIGHT ON QUESTION OF SKILL SHORTAGE

(Continued from page 299)

three or four weeks when there were half a dozen big jobs going on. However, there was no shortage of bricklayers, because Memphis had no trouble in bringing them in from Atlanta. In these cases, the bricklayers employed on WPA work get temporary jobs. On the other hand in some city like Rochester, N. Y., where they have a lot of machine-tool operators, and at Cleveland where there is a shortage of machine-tool operators, what do we find? We find on an examination of the rolls that we have none of that particular type of skill on our rolls, or, if we have, they are men of 60 or 65 years of age—men that the industry will not employ.

One of the other charges that you hear around is that you cannot get domestic servants because the women are on the WPA roll at wage rates higher than can be paid domestic servants. Well, we have examined those charges. We examine the situation in a given city as to whether they have had experience as domestic servants, or whether many of them have had experience as domestic servants. In many instances, domestic servants are required to sleep in, but a woman who may have three or four children cannot take such a job if she has to sleep in. Then, it is nearly always true that the wages offered to these people are notoriously low. When you examine the offers that are made for the employment of these people, you will see the shockingly low wages that are offered. They are so



low that I do not wonder that people will not take many of the jobs offered for domestic service. As long as I can remember, there have been complaints on the subject of the shortage of domestic help.

We have a situation now where a large number of the skilled workers in the building trades have left us, and we have adjusted the projects so that the additional projects will not require that type of skill. You cannot do that 100 per cent and have an efficient program. Our program is adjusted to come within the realities of recovery in the terms of types of skill that industry is now requiring. We shall have to continue to make adjustments. In my opinion, the building industry will show a higher index for 1937 than in 1936, and we shall have fewer skilled workers on WPA rolls than we have had.

I am inserting in the record a statement concerning this problem, including some of the studies we have made.

The statement follows:

#### LABOR SHORTAGE AND JOB REFUSALS

Statements have been made from time to time by various employers and publicists that serious labor shortages exist. Such statements are often made with the implication that these alleged shortages are due to the unwillingness of Works Progress Administration workers to leave their jobs and take private jobs when offered them. Extensive investigations have been made on both these fronts, showing that both assumptions are grossly exaggerated or untrue.

Careful inquiries and surveys dealing with labor shortages were undertaken during the latter half of 1936 in 38 urban and rural areas scattered through the country. The reports show that such shortages as really did exist were very few in number and were confined to certain highly skilled trades, particularly in the building, mechanical and metal industries; to domestic service workers; and to certain kinds of agricultural workers during peak periods of agricultural activity.

The immediate cause of such few shortages as existed was, of course, the sharp increase in industrial activities in many lines. With the chance of new profits, certain employers who have been able to hire the pick of the labor market at their own price are shocked to find that the selections are not so unlimited and that labor prices are stiffening. In general the facts show that there is a tremendous labor surplus particularly in the unskilled and semiskilled groups which compose the great majority of Works Progress Administration workers. The findings with regard to the underlying causes of labor shortages in highly skilled occupations and certain special fields may be summarized as follows:

#### REASONS FOR LABOR SHORTAGES

1. The almost complete suspension of apprentice training during the depression.
2. Loss of skill on the part of many former workers, due to age and long-continued

unemployment, rendering them unfitted for a return to their old jobs.

3. The severe requirements as to age and experience set by many employers, causing the rejection of many workers who, in times of greater demand, would be considered to be acceptable for employment. In a great many industries there is little hope for employment of a man over 40.

4. Gradual changes over a period of years in supply of workers willing to perform certain types of agricultural and domestic work at prevailing rates.

5. A tendency on the part of some employers to offer less than standard wages or working conditions, and to complain of labor shortages when they have difficulty in filling such jobs. This factor is particularly important in the case of domestic servants and farm workers. (Wages in both of these fields are notoriously low. In the case of domestics not only are wages low but hours are long and young women are increasingly unwilling to accept what they regard as the menial status given them by such work.)

6. Restriction of employment to union members in good standing, in some areas and some occupations. It should be noted, however, that unions are reinstating old members and accepting new members in some areas where this factor is operative.

7. Seasonal character of many agricultural jobs.

The attached table covering a survey made in Rochester, N. Y., Milwaukee, Wis., and Cleveland, Ohio, indicates the extent to which the Works Progress Administration is employing acceptable workers in trades in which shortages exist. It will be noted, for example, that in Rochester, where there is a shortage of machinists, only seven workers judged to be acceptable to employers were employed on Works Progress Administration. The remaining 43 Works Progress Administration machinists were judged to be not acceptable or of doubtful acceptability. The situation, in general, is somewhat similar in the other trades and cities covered by the report. The larger number of building trades workers employed by the Works Progress Administration probably reflects a

decline in demand for workers on private contracts with the coming of colder weather and the fact that the Works Program includes a large proportion of construction projects on which a certain number of skilled building workers must be retained in order to employ a very much greater number of needy unskilled workers.

A worker was rated as clearly acceptable to private employers, in making the studies in these three cities, if he was under 50 years of age, had no physical handicap, reported at least three years' experience in his trade and had been employed at his trade for some period during the past five years. In the case of bricklayers these requisites were somewhat relaxed, on the basis of information on qualifications of workers who had gone into private employment during 1936. The rating system used gave results substantially in agreement with those made by officials of the Ohio State Employment Service in a special test conducted in Cleveland. The standards applied are certainly far less exacting than those demanded by a great number of employers.

In the light of these inquiries there is little substantiation for the claim that the Works Progress Administration is retarding reemployment by retaining needed workers on Works Progress Administration jobs. If there are shortages they must be remedied in some other way than by shutting down the Works Program. A lot of training will have to be done. Older skilled workers must be given a chance. Domestic service will have to be made more attractive in wages, hours, and social status. Farm laborers will have to earn more than the \$180-a-year family wage found on the cotton plantations or the 50 cents a day with board offered in one county in the north. On such bases there have always existed "labor shortages."

During the last two years we have investigated over 5,000 cases of alleged job refusals and found exactly 42 persons who refused to take a job for reasons which were not justifiable. The best and only fair test on this score is to call for help, offer a reasonable living wage, and see how many workers respond.

Number of workers employed on Works Progress Administration projects at occupations claimed to have labor shortages, classified by acceptability in private industry, November 1936, and number of gainful workers in these occupations in 1930, in three selected cities.

Occupation (census classification)	Gainful workers 1930 (U.S.Census)	Employed on Works Progress Administration projects		
		Acceptable	doubtful ac- ceptability	Not ac- ceptable
Rochester, N. Y.:				
Machinists	3,832	7	5	38
Toolmakers, die setters, and sinkers	862	1	—	2
Welders	( <sup>1</sup> )	3	3	3
Brick and stone masons, tile layers	1,066	58	26	35
Tinsmiths and sheet-metal workers	667	10	3	6
Electricians	1,182	35	10	19
Milwaukee, Wis.:				
Machinists	8,873	9	17	63
Iron molders	973	17	26	102
Brick and stone masons, tile layers	1,388	178	63	72
Plasterers	540	17	16	25
Tinsmiths and sheet-metal workers	1,173	20	17	31
Electricians	2,208	48	15	31
Structural-iron workers (building)	343	14	3	29
Cleveland, Ohio: <sup>2</sup>				
Machinists	12,489	30	36	84
Toolmakers, die setters, and sinkers	2,210	5	7	13
Screw-machine operators	( <sup>1</sup> )	73	20	47
Grinders	868	28	3	54
Brick and stone masons, tile layers	2,209	211	106	123
Tinsmiths and sheet-metal workers	2,545	22	19	39

<sup>1</sup> Not ascertainable.

<sup>2</sup> Figures for the number of workers employed on Works Progress Administration projects classified by usual occupations are not available for Cleveland. The figures shown are estimated totals of certified workers in listed occupations as determined from the number of certified workers reinterviewed by U. S. Employment Service, through December 14.



# IN MEMORIAM

## Agnes Coan, L. U. No. B-1006

Initiated March 5, 1936

It is with the deepest sorrow and regret that we, the members of Local Union B-1006, I. B. E. W., record the passing of Agnes Coan.

Whereas in the death of Agnes Coan our local union has lost one of our most sincere supporters and devoted members, it is more than the customary feeling of sympathy and regret that we extend to Sister Coan's family, for we, too, have lost a true and loyal friend and sorrow with them; and therefore be it

Resolved, That we drape the charter for 60 days, that copies of this tribute be sent to her family, to our Journal and be spread upon our minutes.

JOHN J. HAVEY,  
B. M. L. U. B-1006,  
MICHAEL DONOVAN,  
HERBERT L. MORRIS,  
MARION M. BOSSE,  
Committee.

## Michael J. Fitzgibbons, L. U. No. 702

Initiated September 28, 1916

Whereas it has pleased Almighty God, in His infinite wisdom, to so suddenly remove from our midst our esteemed and worthy Brother, Michael J. Fitzgibbons; and

Whereas in the death of Brother Fitzgibbons Local Union No. 702 of the I. B. E. W. has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. 702 recognizes its great loss in the passing of Brother Fitzgibbons, and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 702 tenders its sincere sympathy to the family of our late Brother in their time of bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 702, and a copy be sent to the official Journal of the I. B. E. W. for publication.

E. L. TILLMAN,  
JOE McGRATH,  
MILT SOLOMON,  
Committee.

## Charles H. Hanni, L. U. No. 18

Initiated February 11, 1937

Whereas the Almighty God, in His infinite wisdom, has removed from our midst our esteemed and loyal Brother, Charles H. Hanni; therefore be it

Resolved, That we extend to his wife and family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy be spread upon the minutes of the local and a copy be sent to the official Journal for publication.

GEORGE A. EVANS,  
H. E. BINEHAM,  
L. P. MORGAN,  
Committee.

## Joseph Roscoe Griffith, L. U. No. 309

Initiated September 25, 1924

Whereas Local Union No. 309 has been called upon to pay its last respects to Brother Joseph Roscoe Griffith, who died on May 14, 1937, as a result of an accident while working; therefore be it

Resolved, That we, in the spirit of brotherly love, pay tribute to his memory by expressing our sympathy to his family; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to our official Journal for publication and a copy be spread upon the minutes of Local Union No. 309.

JAMES ALTIC,  
CHESTER M. COUCH,  
A. J. FAHRENKVOG,  
Committee.

## Alfred Griffiths, L. U. No. 326

Initiated November 23, 1916

Whereas the Almighty God, in His infinite wisdom, has removed from our midst one of the most respected members of our local union, it is with a feeling of sincere regret that we must realize that Brother Alfred Griffiths is no longer with us;

Whereas the absence of his friendly fellowship and cheerful nature will be keenly felt by all who knew him, leaving behind him an epitaph which could be written as: "A sincere and loyal member of our Brotherhood"; therefore be it

Resolved, That we pay tribute to his memory by expressing to his wife and children our sorrow at the loss of a devoted husband, a loving father; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy recorded in our minutes and a copy sent to our Journal and that our charter be draped for 60 days.

JOHN F. O'NEILL,  
FRANK LUNDY,  
FRED BARNES,  
JOHN DOYLE,  
Committee.

## Stanley Antrim, L. U. No. 124

Initiated March 24, 1914

Whereas it has pleased Almighty God, in His infinite wisdom, to remove our esteemed and loving Brother, Stanley Antrim; and

Whereas Local Union No. 124, International Brotherhood of Electrical Workers, has lost in his passing one of the most true and devoted members of its organization and one who was held in high esteem by everyone who knew him; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family and friends sincere sympathy; be it further

Resolved, That we send copies of this resolution to his wife and family; be it further

Resolved, That our charter be draped for a period of 30 days in honor of his memory; be it further

Resolved, That we send copies of this resolution to our Journal, and that copies be spread in the minutes for a permanent record.

FRED H. GOLDSMITH,  
ARTHUR A. ERICKSON,  
R. E. SMILEY,  
Committee.

## William Iverson, L. U. No. 77

Initiated May 28, 1936

It is with deepest regret and heartfelt sympathy for his family that we, the members of Local Union No. 77, record the passing of our Brother, William Iverson; therefore be it

Resolved, That we, in the spirit of brotherly love, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to our official Journal for publication, and a copy be spread in full upon the minutes of Local Union No. 77.

HERBERT NELSON,  
W. A. VEATCH,  
R. L. STROOPE,  
Committee.

## Victor Long, L. U. No. 125

Initiated February 22, 1916

As we press onward to our great reward, we pause from time to time to record the passing of a true friend and loyal Brother who has made the cycle before us. So we pay tribute to the memory of Brother Victor Long for his admirable qualities—a conscientious worker—and his unswerving loyalty to Local Union No. 125.

With heartfelt feeling we extend our sympathy to his bereaved family, for we, too, have felt his loss and sorrow with them.

In memory of Brother Long our charter shall be draped for 30 days, a copy of this tribute sent to his bereaved family and copies will be spread on the minutes of our meeting and sent to our Journal for publication.

D. B. ALGER,  
C. H. LOUDERBACK,  
E. HELLENGER,  
Committee.

## Donald E. Arnold, L. U. No. 827

Initiated July 1, 1936

Whereas it being the will of our Almighty God, in His infinite wisdom, to remove from our midst our esteemed and worthy recording secretary and Brother, Donald E. Arnold; and

Whereas in the death of Brother Arnold our Local Union No. 827, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. 827 recognizes its great loss in the passing of Brother Arnold and hereby expresses its appreciation of his services to the cause of the Brotherhood; and be it further

Resolved, That Local Union No. 827 tender its deepest and most sincere sympathy to the wife and relatives of our late Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the wife of our late Brother, a copy be spread upon the minutes of our Local Union No. 827 and a copy be sent to the official Journal of our Brotherhood for publication.

LOCAL UNION NO. 827,  
INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS.

BY C. N. SCHULTE, President.  
A. C. HOPKINS, Financial Secretary.

## Carl Aubrey, L. U. No. 79

Initiated October 2, 1925

Local Union No. 79 has lost through sudden and unexpected death a true and loyal friend whom the Great Master called from our midst on Wednesday, May 5, 1937. In paying tribute to our late Brother Carl Aubrey, it is with more than the customary feeling of fraternity that we extend our sympathies to his troubled and bereaved family, for we likewise are bowed in grief. The entire local union stood for one minute in silent prayer to the memory of our departed Brother and resolved to add a few words of comfort to those so near and dear, and which we feel in all sincerity and friendliness will aid you in bearing your heavy burden of grief.

"Your sorrow is like your work in the sense that it is a mirror which reflects the face that looks into it. If you merely endure your suffering you do no more than do the beasts of burden. If your sufferings lead you to do more kind things, you show the finer qualities of the human. If through your sufferings you reach out to become something braver and better than you ever have been, you manifest the divine within you. All three capacities dwell in your heart. With God's help you will be able to so carry yourself that your sorrow will reflect the highest and best that is within you."—F. C. Budlong.

In final resolve, proper records and distribution will be made and our charter shall be draped for a suitable period of respect and memory.

JOHN NEAGLE,  
YALE KETCHUM,  
HARRY RICHTER,  
Committee.

## Arthur Lynch, L. U. No. 6

Initiated September, 1914

It is with sincere feeling of sorrow and regret that we, the members of Local Union No. 6, mourn the loss and passing of our Brother, Arthur Lynch; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes and a copy be sent to the Electrical Workers Journal for publication.

A. LUBIN,  
G. MATTESON,  
E. JOHNSON,  
Committee.

## Robert E. Shean, L. U. No. 193

Initiated March 24, 1920

It is with deep sorrow and regret that we, the members of Local Union No. 193, record the passing of Brother Robert E. Shean; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family of Brother Shean; and be it further

Resolved, That our charter be draped for a period of 30 days in respect and memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy spread on our minutes and a copy sent to our official Journal for publication.

L. J. GLEASON.



**Clem Burkard, L. U. No. 65**

Initiated July 27, 1906

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, Clem Burkard; and

Whereas in the death of Brother Burkard Local Union No. 65, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. 65 recognizes its great loss in the passing of Brother Burkard and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 65 tenders its sincere sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 65 and a copy be sent to the official Journal of our Brotherhood for publication.

CHARLES G. JOHNSON,  
ALFRED R. ATKIN,  
IRVING NANKERVIS,  
Committee.

**John C. Lannon, L. U. No. 408**

Initiated February 1, 1935

Whereas Almighty God, in His infinite wisdom, has removed from our midst our esteemed and worthy Brother, John C. Lannon; and

Whereas in the death of Brother Lannon Local Union No. 408, of the International Brotherhood of Electrical Workers, has lost one of its true and loyal members; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family of Brother Lannon in their time of great sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days in respect and memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy spread on the minutes and a copy sent to our official Journal for publication.

T. S. KEALL,  
President.  
A. L. SMITH,  
Recording Secretary.

**Harry W. Allen, L. U. No. 125**

Initiated December 16, 1921

The loss of an outstanding member of an organization is always a shock. When the loss is sudden and unexpected it seems to overwhelm the senses with the futility of expressions of sorrow and sympathy. Local Union No. 125 finds it so in recording the passing on of Brother Harry W. Allen.

A valued member, a splendid friend and a good citizen—we shall deeply miss him. If words could convey to his loved ones the depth of sympathy which we extend to them in this grief which we, in a measure, share with them, we would command those words. But words seem such futile things. We can only say "we know your loss and in so far as we may, we bear it with you."

The charter of Local Union No. 125 shall be draped for 30 days in memory of Brother Allen, and this tribute to his memory shall be spread upon the minutes of our meeting.

Copies shall be sent to the bereaved family, and to our Journal for publication.

H. G. ORWIG,  
R. I. CLAYTON,  
G. O. HUNTER,  
Committee.

Adopted by Local Union No. 125 in regular meeting assembled, June 11, 1937.

**John W. Hodeson, L. U. No. 333**

Initiated February 15, 1917

To record the passing of any member of our organization brings a realization of loss. When that member has grown old in the service of labor, the loss seems intensified. A sorrowful understanding of this fact has been impressed on us by the passing of our beloved Brother, John W. Hodeson.

Whereas we wish to express our deep appreciation of the admirable qualities of our deceased Brother; therefore be it

Resolved, That we pay tribute to his memory by expressing our deep sympathy and sincere condolence to his family; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy spread on the minutes of our local and a copy sent to the Electrical Workers' Journal for publication.

JOHN P. DIMMER,  
RAYMOND E. BOUDWAY,  
ARTHUR GALLANT,  
Committee.

**H. G. Nicklin, L. U. No. 349**

Initiated May 1, 1917

Whereas Almighty God, in His wisdom, has taken from our midst our esteemed and worthy Brother, H. G. Nicklin; and

Whereas Local Union No. 349, of the International Brotherhood of Electrical Workers, has lost by the sudden death of Brother Nicklin a true and loyal member; therefore be it

Resolved, That Local Union No. 349 hereby expresses its appreciation of his services to our cause and our sorrow in the knowledge of his passing; and be it further

Resolved, That the membership extend its sympathy to the family of our late Brother in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread upon our minutes of our local union and a copy be sent to the official Journal for publication.

C. O. GRIMM,  
BENJAMIN MARKS,  
Committee.

**Frank Thompson, L. U. No. 349**

Initiated June 17, 1903

Whereas Almighty God, in His wisdom, has taken from our midst our esteemed and worthy Brother, Frank Thompson; and

Whereas Local Union No. 349, of the International Brotherhood of Electrical Workers, has lost by the sudden death of Brother Thompson a true and loyal member; therefore be it

Resolved, That Local Union No. 349 hereby expresses its appreciation of his services to our cause and our sorrow in the knowledge of his passing; and be it further

Resolved, That the membership extend its sympathy to the family of our late Brother in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread upon our minutes of our local union and a copy be sent to the official Journal for publication.

C. O. GRIMM,  
BENJAMIN MARKS,  
Committee.

**James St. Vrain, L. U. No. 65**

Initiated March 8, 1915

The untimely passing of our esteemed Brother brings home to all of us the fact that "no man knoweth when his hour cometh."

The sincere sympathy of all members of Local Union No. 65 goes out to the bereaved members of our loved Brother's family.

Jimmie will be greatly missed by all those who had the pleasure of knowing him.

"The clock of life is wound but once  
And no man has the power  
To tell just when the hands will stop  
At late or early hour."

Your committee desires that a copy of our expression of sympathy be sent to the family of our late Brother, a copy to the official Journal and a copy be spread on the minutes of Local Union No. 65.

JOE THOMPSON,  
T. W. ROBBINS,  
WILLIAM J. CONROY,  
Committee.

**Charles E. Wilson, L. U. No. 333**

Initiated December 15, 1922

A deep and heartfelt loss was suffered by Local Union No. 333, of Portland, with the passing of our esteemed Brother, Charles E. Wilson. Brother Wilson's genial personality and admirable character made him well liked wherever he went. Thus his loss is deeply felt and his place will be hard to fill; therefore be it

Resolved, That we pay tribute to his memory by expressing our deep sympathy and sincere condolence to his family; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy spread on the minutes of our local and a copy sent to the Electrical Workers' Journal for publication.

JOHN P. DIMMER,  
RAYMOND E. BOUDWAY,  
ARTHUR GALLANT,  
Committee.

**DEATH CLAIMS PAID FROM JUNE 1, INCLUDING JUNE 30, 1937**

L. U.	No.	Name	Amount
	59	A. C. Woerner	\$1,000.00
I. O.		S. H. Karn	1,000.00
	65	C. Burkard	1,000.00
	326	A. Griffiths	1,000.00
	193	R. E. Shean	1,000.00
	309	Joseph R. Griffith	1,000.00
I. O.		I. C. Wasson	1,000.00
	225	W. J. Hullivan	300.00
	349	H. G. Nicklin	1,000.00
	38	Donald Craib	1,000.00
	3	J. J. Young	1,000.00
	3	John A. McDowell	1,000.00
	817	John Bradley	1,000.00
I. O.		John C. McGibney	1,000.00
	3	Richard Erwin	1,000.00
B-702		J. C. Hammond	300.00
	116	J. W. Spaulding	1,000.00
	5	R. P. Adams	14.58
	544	B. L. Watt	1,000.00
	124	S. C. Antrim	1,000.00
	333	C. E. Wilson	1,000.00
	713	E. A. Boegen	1,000.00
	1047	F. P. Southworth	1,000.00
	130	R. J. Frederic	1,000.00
	817	E. M. Van Loan	1,000.00
	3	A. B. Smith	1,000.00
	488	S. V. Hedberg	1,000.00
	134	A. J. Bouhan	1,000.00
	827	D. E. Arnold	300.00
	569	Wm. H. Verdon	475.00
	145	Leo Sheehan	1,000.00
	397	G. D. Bullock	1,000.00
	125	H. W. Allen	1,000.00
	38	Guy Taylor	1,000.00
	58	D. B. Coleman	1,000.00
	1	John M. Crain	1,000.00
	18	F. W. Booth	300.00
	780	R. E. Duncan	300.00
	3	Bernard A. Purcell	1,000.00
	103	William D. Renner	1,000.00
	65	James M. St. Vrain	1,000.00
	52	Frederick Kluge	1,000.00
I. O.		H. F. Schaefer	1,000.00
	787	F. L. Barrett (balance)	500.00
	483	John Cushman	150.00
	18	John P. Clark	150.00
I. O.		C. F. Howe	150.00
	39	William Argue	150.00
	585	John M. Hammer	150.00
Total			\$39,239.58

**OPENING THE GOLDEN GATE**

Radio Local B-202, of San Francisco, poured many extra dollars into the pockets of its members with its new agreement with the Remler Company, said to be the only union manufacturer of radios west of Chicago. The company signed for a blanket increase of 20 cents an hour, recognition of the union, and the 40-hour week with time and one-half for overtime and holidays.

**'PHONE GIRLS GET RAISE**

Wages of 1,800 telephone operators employed by the Chesapeake and Potomac Telephone Co., in Washington, D. C., were raised at an annual added cost to the company of \$250,000, shortly after a local of telephone operators was chartered by the Telephone Operators Department of the I. B. E. W.

The only hope of preserving what is best lies in the practice of an immense charity, a wide tolerance, a sincere respect for opinions that are not ours.—P. G. Hamerton.



# LOCAL UNION OFFICIAL RECEIPTS FROM MAY 11 TO JUNE 10, 1937

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
I.O.-----	122966 123900	41-----	72898 72900	101-----	284831 284836	177-----	628672 628707	288-----	52559 52560
B-1-----	14658 14660	41-----	96751 96765	102-----	650298 650410	177-----	629426 629543	288-----	256676 256708
B-1-----	42150 42164	41-----	329074 329250	103-----	30615 30628	178-----	505911 505919	290-----	961197 961198
B-1-----	45957 45989	41-----	624939 625061	103-----	135200 135245	180-----	308766 308801	291-----	342621 342635
B-1-----	61798 61804	41-----	640501 640533	103-----	300116 300841	181-----	353616 353664	B-292-----	88825 88250
B-1-----	285182 285263	41-----	731674 731728	103-----	616129 616256	183-----	76880 76890	B-292-----	246354 246360
B-1-----	286861 286878	42-----	913705 913709	104-----	306001 306011	183-----	219451 219475	B-292-----	248151 248160
B-1-----	577105 577509	44-----	970407 970418	104-----	616911 617161	184-----	197575 197576	B-292-----	290615 290791
B-1-----	668251 668269	45-----	249601 249611	105-----	466771 466780	184-----	662251 662269	B-292-----	570389 570952
2-----	472371 472500	45-----	508.99 508800	106-----	225563 225600	186-----	779331 779345	B-292-----	667717 667717
2-----	652501 652570	45-----	325311 325430	106-----	265114 265116	190-----	345972 346002	293-----	309449 309460
B-3-----	BF 1535-1579	46-----	439571 439630	106-----	448038 448042	191-----	582758 582782	294-----	166813 166814
B-3-----	BF 3943-4144	46-----	581721 581737	107-----	240170 240209	193-----	60999 61001	294-----	473421 473421
B-3-----	BM 230-351	48-----	191487 191511	107-----	611674 611700	193-----	432600 432709	294-----	752817 752823
B-3-----	BM 8653-8800	48-----	427221 427480	108-----	85464 85478	193-----	651856 651900	295-----	775990 776007
B-3-----	BM 8953-9200	48-----	599300 599347	108-----	922421 922468	193-----	669151 669407	296-----	771424 771430
B-3-----	BM 9280-9600	50-----	222295 222295	108-----	581022 581250	194-----	484303 484435	301-----	58503 58505
B-3-----	BM 9654-9712	50-----	378446 378520	B-110-----	139192 139208	194-----	723671 723745	301-----	274460 274470
B-3-----	BM 10053-10060	52-----	103735 103738	B-110-----	446104 446246	195-----	572324 572340	302-----	24947 24953
B-3-----	AJ 42523-42600	52-----	323742 323791	B-110-----	247639 247663	B-196-----	121816 121819	302-----	25959 25973
B-3-----	AJ 42650-42798	52-----	324507 324507	B-110-----	249742 249900	B-196-----	123001 123001	302-----	452336 452372
B-3-----	AJ 42905-42831	52-----	363001 363460	B-110-----	291515 291574	B-196-----	249434 249461	303-----	528553 528562
B-3-----	AP 779-784	53-----	281038 281101	B-110-----	674251 674665	B-196-----	573898 574043	B-304-----	244247 244255
B-3-----	CJ 634-665	54-----	351119 351143	B-110-----	252013 252013	197-----	436591 436607	B-304-----	249322 249326
B-3-----	DAP 24	55-----	163720 163739	B-110-----	786001 786012	200-----	968821 968940	B-304-----	382138 382151
B-3-----	EJ 238	56-----	66380 66381	111-----	200299 200305	204-----	237598 237598	305-----	42033 42034
B-3-----	F 24	56-----	1878.9 187882	111-----	753781 753789	205-----	246214 246219	305-----	514511 514539
B-3-----	H 125-133	56-----	221246 221259	113-----	23915 23954	205-----	526357 526374	306-----	28289 28294
B-3-----	I 278-288	57-----	437360 437377	113-----	28128 28135	207-----	688224 688227	306-----	621102 621142
B-3-----	OA 15120-15173	B-58-----	4501 4718	113-----	43515 43515	208-----	452826 452840	307-----	225071 225078
B-3-----	OA 15996-16061	B-58-----	48751 48932	114-----	235366 235369	208-----	884856 884870	308-----	247820 247838
B-3-----	XG 73677-73679	B-58-----	152118 152250	115-----	508968 508974	209-----	21481 21495	308-----	752542 752559
5-----	482326 482331	B-58-----	153165 153750	116-----	37329 37331	209-----	68727 68770	309-----	4043 4049
5-----	716333 716400	B-58-----	185512 185730	116-----	423245 423381	210-----	295375 295550	309-----	174378 174388
6-----	147539 147623	B-58-----	417001 417149	116-----	485541 485640	210-----	599251 599257	309-----	252870 252900
6-----	349039 349357	B-58-----	417751 417830	117-----	516301 516307	211-----	12384 12386	309-----	438450 438470
7-----	14871 14876	B-58-----	616943 617210	117-----	783892 783900	211-----	352071 352090	309-----	520513 520513
7-----	388123 388207	60-----	316311 316390	121-----	245493 245495	211-----	566321 566350	309-----	652395 652751
8-----	134125 134204	64-----	11765 11811	121-----	392660 392752	212-----	21176 21190	312-----	62425 62426
8-----	744390 744621	64-----	122331 122342	125-----	286688 286707	212-----	51143 51145	312-----	234991 235049
B-9-----	328809 328840	64-----	39.546 39.620	125-----	314198 314235	212-----	92065 92125	313-----	293717 293745
B-9-----	978171 978250	64-----	630201 630800	125-----	387036 387663	212-----	122791 123000	313-----	331651 331696
B-9-----	188734 188796	65-----	3751 3754	127-----	822950 822952	212-----	301849 301890	317-----	17952 17962
B-9-----	569593 569939	65-----	543111 543300	129-----	301209 301209	212-----	637501 637528	318-----	81936 81936
10-----	246891 246900	66-----	179017 179037	129-----	305354 305392	214-----	557711 557720	318-----	725121 725147
10-----	249901 249903	66-----	453747 454108	129-----	902505 902519	215-----	222730 222774	319-----	952439 952443
12-----	183411 183431	66-----	621932 621957	130-----	145969 145982	217-----	490526 490539	321-----	258981 259007
12-----	223087 223095	67-----	244529 244546	130-----	473200 473250	222-----	109212 109222	322-----	254802 254802
14-----	246452 246463	68-----	59475 59475	130-----	513301 513474	223-----	282958 282994	322-----	958963 958967
14-----	300001 300013	68-----	437162 437185	130-----	648705 648900	224-----	897603 897638	323-----	118438 118444
16-----	313839 313852	68-----	567001 567063	130-----	779401 779497	225-----	770819 770824	325-----	9983 9989
16-----	455581 455687	69-----	533126 533129	131-----	39163 39172	229-----	973445 973452	325-----	481611 481658
17-----	175981 175987	70-----	254182 254190	131-----	170620 170667	230-----	36019 36021	326-----	207926 207927
17-----	546306 546750	70-----	773552 773561	133-----	401334 401352	230-----	471148 471207	326-----	296778 296796
17-----	645751 645980	72-----	958824 958831	135-----	761201 761223	231-----	197649 197683	326-----	324757 325157
17-----	165147 165148	73-----	290234 290250	136-----	621751 621809	231-----	224281 224281	328-----	928222 928250
17-----	253937 253971	73-----	316833 316857	136-----	627621 627674	232-----	851715 851736	329-----	177505 177516
18-----	324918 325003	73-----	583501 583591	136-----	987733 987750	235-----	227437 227447	329-----	222592 222592
18-----	451341 451980	73-----	778833 778878	137-----	244655 244660	236-----	487839 487847	329-----	473521 473636
18-----	474205 474227	76-----	48064 48066	138-----	899857 899886	237-----	16811 16813	332-----	28572 28573
21-----	769075 769080	76-----	275190 275250	139-----	939379 939401	237-----	508448 508471	332-----	49072 49075
22-----	567886 567951	76-----	729001 729039	141-----	306305 306396	237-----	750307 750310	332-----	532635 532705
22-----	649828 649949	77-----	283434 283492	141-----	890199 890254	240-----	559187 559204	333-----	243795 243802
25-----	209043 209096	77-----	536362 537000	143-----	406370 406413	241-----	79801 79801	333-----	624826 624944
25-----	332901 332970	77-----	537001 537688	145-----	148538 148541	241-----	386750 386760	335-----	790039 790051
26-----	468244 468315	79-----	110200 110250	145-----	654418 654583	243-----	139405 139428	336-----	37544 37547
26-----	164681 164698	79-----	636751 636816	145-----	714018 714111	245-----	277531 277553	336-----	757876 757892
26-----	480890 481190	80-----	277726 277728	146-----	241705 241724	245-----	368081 368500	339-----	116825 116871
27-----	185701 185708	80-----	322036 322081	146-----	317922 317923	246-----	260569 260573	340-----	435975 436059
28-----	129247 129248	81-----	70542 70544	150-----	40204 40204	246-----	612032 612072	341-----	198864 198887
28-----	329618 329631	81-----	125677 125713	150-----	684431 684450	247-----	400542 400552	342-----	224432 224435
28-----	734195 734291	83-----	286631 286635	151-----	47795 47807	252-----	98518 98541	343-----	40874 40881
30-----	235226 235235	83-----	339001 339084	151-----	543044 543090	253-----	374369 374388	343-----	492921 492945
31-----	184894 184974	83-----	515701 515760	151-----	777490 777576	254-----	905319 905324	345-----	234045 234050
31-----	477762 477821	83-----	516001 516057	152-----	109413 109413	255-----	56949 56955	345-----	273762 273766
31-----	559822 560073	83-----	574864 575175	152-----	737805 737826	256-----	247509 247526	345-----	450915 450923
32-----	244450 244460	84-----	97667 97696	153-----	31244 31245	257-----	265768 265796	347-----	38700 38700
32-----	522301 522342	84-----	615233 615459	153-----	980874 980892	259-----	465088 465090	347-----	326111 326115
32-----	773378 773400	B-86-----	101424 101449	155-----	441400 441438	259-----	917173 917207	347-----	575287 575421
34-----	40028 40050	B-86-----	227413 227417	156-----	22530 22531	262-----	466584 466608	348-----	579116 579229
34-----	343153 343161	B-86-----	227709 227709	156-----	236001 236018	262-----	677341 677397	349-----	295101 295132
34-----	614579 614638	B-86-----	634651 634656	159-----	97462 97500	263-----	251010 251016	349-----	613559 613687
35-----	7551 7559	B-86-----	642871 643031	159-----	105499 105499	263-----	818004 818055	349-----	627901 629032
35-----	310355 310366	B-86-----	685620 685650	159-----	734951 734968	265-----	263997 264000	349-----	740221 740400
35-----	462164 462231	87-----	231009 231015	161-----	246602 246617	265-----	651001 651011	351-----	112636 112648
36-----	22906 22906	88-----	305706 305706	163-----	13111 13113	267-----	512823 512831	352-----	38340 38343
36-----	255731 255750	88-----	664280 664300	163-----	610575 610617	269-----	12016 12016	352-----	571641 571745
37-----	376347 376358	90-----	7026 7037	164-----	96003 96010	269-----	357376 357376	353-----	102103 102110
38-----	137262 137300	90-----	111553 11						



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS					
369	333569	333701	492	76529	604	311286	311415	702	556596	556820	799	300923		
370	939885	939900	493	896696	896700	610	264552	264598	702	582001	582029	800	168391	168398
371	897854	897855	494	309531	309600	610	635284	635364	702	696751	696800	800	175221	175256
372	806930	806964	494	325801	325915	610	442947	442951	702	715501	715511	801	260171	260173
373	3644	3648	494	433641	434000	611	272530	272567	702	768037	768047	801	905629	905660
375	509977	509988	494	434001	434700	613	302727	302763	704	160416	160444	802	237276	237284
377	450672	450687	494	772261	772290	613	459699	459750	708	244357	244385	B-803	244127	244145
377	544279	544359	495	249301	249314	613	622501	622517	709	228037	228050	808	229225	229239
379	275262	275264	495	306601	306608	614	732274	732275	710	15326	15337	809	485693	485700
379	767936	767951	499	176820	176820	614	732274	732275	711	284313	284328	809	523501	523502
380	493441	493461	499	255425	255428	615	20034	20083	712	568553	568625	811	774109	774115
382	545951	545976	499	564913	564991	617	50562	50566	712	62766	62772	813	3196	3227
384	4881	4901	500	21561	21569	617	444896	444950	712	563881	563907	813	240536	240572
389	219723	219733	500	563398	563540	619	482349	482357	B-713	39895	40232	B-814	175218	175223
390	160041	160043	501	98307	98333	622	584809	584814	B-713	44245	44250	B-814	240619	240620
390	281676	281702	501	321658	321699	623	25531	25531	B-713	46501	47210	B-814	243083	243137
393	41722	41722	501	749000	749209	623	729503	729556	B-713	166944	167250	B-814	253461	253500
393	610929	610949	504	63081	63081	625	607528	607549	B-713	190785	190797	B-814	493501	493525
394	225675	225699	504	814308	814333	628	242158	242162	B-713	484501	484537	B-816	232201	232209
397	218858	218899	507	506488	506492	630	760488	760498	B-713	599961	600150	B-816	234901	234930
400	724411	724436	508	235726	235810	631	16459	16489	B-713	650401	650456	B-816	427351	427366
401	196105	196105	508	422169	422198	632	17610	17652	714	229064	229065	817	128194	128200
401	638189	638217	509	669608	669612	633	488779	488857	714	784325	784331	817	618101	618355
405	255484	255514	510	490812	490817	636	918584	918614	717	115209	115326	817	644293	644381
406	892065	892086	515	632041	632047	637	212952	212955	717	452428	452429	819	1521	1526
408	149496	149499	517	519274	519295	637	231912	231930	719	129505	129545	819	512395	512400
408	344019	344120	520	196715	196723	639	787882	787886	719	232079	232079	820	144935	144939
409	139545	139546	520	962683	962750	B-640	33594	33600	722	69306	69306	821	494723	494733
409	258835	258885	521	234418	234419	B-640	244206	244206	722	550150	550154	822	297072	297080
411	232278	232311	521	394442	395501	B-640	245727	245727	723	221523	221528	822	402204	402289
411	453677	453696	522	93068	93068	B-640	326401	326414	723	475617	475746	823	244801	244829
413	313076	313114	522	222510	222578	B-640	382715	382753	724	100613	100619	824	250582	250602
413	606468	606500	524	331501	331512	642	769431	769441	724	497140	497155	B-825	23251	23700
415	49853	49853	524	521701	521706	643	524080	524100	724	624044	624122	827	236351	236546
415	143782	143790	525	794814	794825	644	227303	227305	726	170406	170406	827	310228	310230
415	762567	762576	526	243953	243958	644	477854	477884	726	777760	777769	827	767449	767450
416	194877	194878	527	46601	46612	B-645	231001	231010	728	771851	771868	833	226558	226575
416	287489	287512	527	490041	490059	B-645	755401	755401	729	230123	230132	835	79585	79585
417	147964	147965	529	186767	186769	646	757137	757146	730	120295	120338	835	245431	245458
417	267263	267283	529	815532	815554	648	11423	11425	730	275046	275066	836	229666	229670
B-418	33255	33258	530	485937	485946	648	14461	14461	732	63551	63597	B-837	11615	11628
B-418	242401	242401	532	43859	43859	648	463588	463681	734	82979	82983	B-837	241513	241523
B-418	242729	242733	532	280247	280293	648	726938	726960	734	400441	400500	B-837	245237	245271
B-418	347215	347250	536	246012	246017	649	226120	226122	734	641251	641369	838	221873	221904
B-418	585751	585865	537	259249	259261	649	269871	269935	735	760662	760673	840	61810	61810
B-418	776444	776457	538	19473	19483	650	281639	281647	736	245114	245123	840	233131	233140
424	8867	8876	538	46206	46207	650	456148	456188	738	323776	323790	841	237176	237176
426	199096	199096	539	651753	651767	651	252001	252022	738	491148	491172	841	516527	516544
426	255071	255079	540	14937	14961	653	243186	243210	B-741	242809	242821	842	84931	84933
427	256174	256175	543	251401	251428	656	220663	220690	B-741	247822	247884	842	787243	787254
427	279614	279735	543	317701	317701	B-657	327901	327911	743	591743	591772	844	495649	495774
428	243725	243769	544	609097	609165	B-657	514801	514808	747	249030	249098	846	177403	177447
429	19197	19200	548	791481	791489	658	193985	193985	747	297395	297423	846	276395	276422
429	303601	303609	549	11877	11878	658	750520	750532	748	241898	241907	847	298984	298989
429	633901	633938	549	396186	396250	660	8596	8614	748	614302	614350	847	396931	397034
429	752011	752100	551	16851	16855	660	373653	373703	749	474179	474279	848	661238	661250
429	941173	941230	553	220239	220245	660	750621	750630	B-752	639157	639157	850	746534	746537
430	262267	262287	554	932106	932136	660	755701	755712	753	325501	325554	854	81336	81336
431	39369	39369	555	311725	311725	661	25327	25338	753	496201	496221	854	884747	884776
431	798543	798569	555	561632	561694	B-663	38376	38376	755	294642	294642	855	247506	247536
434	240657	240663	556	29265	29304	B-663	38525	38529	755	788479	788490	855	256284	256302
435	130554	130557	557	782972	782986	B-663	43459	43464	756	16001	16014	857	234632	234643
435	404236	404250	558	95762	95777	B-663	186555	186555	756	299406	299407	859	223187	223200
437	248110	248132	558	335087	335268	B-663	274328	274386	757	238428	238456	859	295408	295410
438	166527	166539	559	78025	78026	664	83497	83501	758	270393	270394	859	612824	612903
438	327220	327270	559	706897	706914	664	306409	306500	758	342526	342590	863	421587	421600
440	785231	785237	561	66820	66834	665	55992	56020	760	258707	258720	864	15343	15372
441	47121	47122	561	618987	619198	665	148904	148935	760	465949	466026	864	479368	479527
441	755685	755700	564	741205	741212	665	612948	612982	761	232943	233018	865	10324	10337
441	584251	584265	565	2791	2794	668	322516	322517	762	248701	248715	865	331315	331421
443	245751	245780	567	467273	467321	668	444064	444081	B-763	246921	246959	867	238899	238899
443	725001	725006	568	54207	54207	669	89751	89766	B-763	249001	249050	867	311422	311425
444	60075	60082	568	336141	336178	669	242194	242220	B-763	250118	250129	870	464326	464359
444	341237	341250	569	21807	21808	671	179499	179522	B-763	493822	493934	871	491425	491429
444	665251	665257	569	23652	23655	673	228658	228668	764	242293	242294	872	293413	293413
445	29607	29638	569	205950	206090	674	364957	365014	764	507731	507760	872	772391	772405
446	5861	5866	570	257568	257594	675	191880	191990	765	2582	2605	873	714751	714758
446	250678	250679	573	56392	56394	676	123072	123084	765	299120	299121	873	750890	750900
449	856666	856675	574	24175	24175	677	874283	874312	768	254808	254834	876	171347	171349
456	113290	113323	574	28349	28351									



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS		
911	399006	399075	1037	100111	100315	313	293737-740	130	145971, 513313, 398,		
912	404376	404440	1037	129891	129895	336	37543	648795, 810, 831	895	225997, 226002	
914	379386	379428	B-1041	63751	64500	429	752009-010	145	654555	909	462927
918	229550	229567	B-1041	3751	4020	444	60077-080	151	777499-500	948	520250
919	923240	923248	B-1041	31721	32250	504	63080	177	293650, 654, 628696	949	245747, 291905, 907-
922	374562	374568	B-1041	34501	35250	554	932122	193	432643	908, 912	
923	136289	136401	B-1044	230401	230461	565	2790	196	121731, 573810, 939	953	168851-857, 866-900
923	174185	174198	B-1045	24751	25003	596	780016-020	245	368032	968	304524
923	480374	480375	B-1045	228662	228680	623	25530	246	260570, 612057	1002	564161, 213
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928	565569	565612	B-1046	228601	228646	B-640	244204	277	672752	1037	100215
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932	11869	11879	B-1049	56251	56515	669	89742-89750	322	958966	35100, 35103-35104,	
932	176733		B-1049	228301	228600	681	21082	328	928238	35130, 35151, 35175,	
937	68495	68519	B-1050	42889	42908	B-713	599957-960	345	450916-919	35179, 35188, 35191,	
937	84067	84068	B-1050	51001	51139	714	229063	347	575291	63853, 63875	
940	117272	117320	B-1051	229070	229200	755	294637-641	384	4890	B-1044	230418
948	314837	314843	B-1051	229703	229709	800	168392	405	255484	B-1048	228039
948	315373	315410	B-1051	232801	232856	B-837	241519	411	453680	1057	234466
948	520248	520251	1054	234833	234838	876	171346, 348	415	49853	B-1068	535527
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953	328575	328605	B-1063	117751	117943	997	260160	488	12147, 179		
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956	14467	14472	B-1067	252901	252975	B-1030	226930	522	222517		
958	242824	242827	B-1068	235501	235670	1032	25515	528	573119-120		
963	313885	313893	1072	224014	224015	B-1045	228601-661, 247501-	537	651756		
968	232530	232562	1072	970573	970579	670		554	932107		
968	304531	304542	1086	750649	750702	B-1046	229251-255	595	586840		
970	377476	377486	1091	29900	29916	B-1049	56339-340, 374, 401,	601	61545, 497104		
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991	302429	302433	1095	725860	725927			343			
991	767279	767289	1099	645578	645582			613	302748		
996	87376		B-1100	42458	42467			623	729513		
996	793317	793324	1101	7938	7946			640	244205		
997	260161	260173	1108	513781	513790			648	463651		
B-1002	194378	194386	1118	922	923			653	243197		
B-1002	249301	249319	1118	765863	765880			657	514807		
B-1002	251701	251705	1131	492624	492630			660	373656		
B-1002	564154	564362	1135	59567	59590			665	56020		
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B-1006	17634	17664	1141	314695	314773			365010			
B-1006	459157	459170	1141	618791	618900			B-697	642693		
B-1010	1730	1738	1141	668401	668412			702	555816		
B-1010	21414	22331	1144	503900	503908			712	583881-890		
B-1013	27238	27750	1147	275712	275769			B-713	40102		
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1032	52216							870	464331		
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1036	157491	157500						882	218588		
1036	782401	782564						887	312650, 670		
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100	147994
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108	85434, 454
110	29516-517, 247639,
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107	167139-141, 611594-600
108	85434, 436, 439, 442,
448	4451, 454, 458, 460, 462
121	245489-491
340	200632-637
411	205684
529	186763 (Original)
650	281623, 632634
691	5411-5413, 5416-5417, 5419, 5421
794	442160
B-837	241511
876	171311, 313, 317, 341-343
948	520244-245
996	87360
B-1045	24943-944, 951, 967-968, 970-976, 980, 982, 984-985, 991, 993-994, 247679-681, 683-688, 691-695, 703, 717, 728, 753, 757
1141	618779-780

BLANK	
107	611684-685
458	860920
567	467273-274
B-663	38376-38510, 186192-186530

PREVIOUSLY LISTED VOID-NOT VOID	
394	225670
791	297736

PREVIOUSLY LISTED  
MISSING RECEIVED

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448-451, 454, 458, 460,  
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411-205684  
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5419, 5421  
794-442160  
B-837-241511  
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948-520244-245  
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984-985, 991, 993-994,  
247679-681, 683-688,  
691-695, 703, 717, 728,  
753, 757  
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B-663-38376-38510, 186192-  
186530

PREVIOUSLY LISTED  
VOID-NOT VOID

394-225670  
791-297736

COMMODITY THEORY OF LABOR  
BOBS UP AGAIN

(Continued from page 300)

It is obvious that the real effect of such a standardization of the labor market would be the ultimate elimination of all competition between firms for the available labor supply, for all buyers of toil of a given quality would offer the same price. What happens when competition for labor lags and grows inactive has been demonstrated only too clearly within the past seven years.

The effect of labor standardization upon the individual worker would be disastrous. Skill at a trade comes only gradually, through a slow process of training and experience. Certainly it is not a thing with which one is born. Under wage standardization it would not be possible to jump over-night, from the qualifications which fill one job to the qualifications for another more difficult job in the recognized grades above.

With competition for labor of varying degrees of skill eliminated between firms, and with no possible hope of being able to

sell one's service elsewhere at a little better price, should one improve one's art slightly, there will be no incentive for the worker to develop any particular skill.

The earning power of the individual worker would be practically limited to whatever it happened to be at the moment when the wage scale for his particular job became stabilized. The ultimate result, then, would be the complete undermining and destruction of the skill which has always been one of the outstanding characteristics of the American working people.

Through the guise of performing a great service to society, and under the most carefully veiled terms, industry now proposes the greatest monopolistic price-fixing practice which has ever been foisted upon the American public, at the same time seeking to hide behind the skirts of the government for protection against high wage payments and the necessity of efficient management, forced upon it by what the report chooses to term "exploitation" of industry by organized labor.

## WOMAN'S WORK

(Continued from page 304)

locals of the I. B. E. W. that sprang up there as soon as that big job was started. You see the linemen traveling from job to job, but you do not see the paid-up union card that almost certainly is there in their pocket.

No doubt the linemen themselves can find other flaws in this picture—there may be a technical error or two—but on the whole it is a magnificent and realistic view of a little-known craft. The linemen themselves may see it and enjoy it—they know what happens when a man's foot slips, and they have the courage to face it. But it's not for linemen's wives who have to stay at home and wait for their men to come back from work.

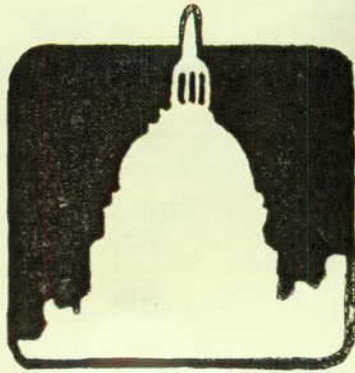
## I. B. E. W. RING



The sort of gift an Electrical Worker would be mighty happy to wear on his finger—a great idea for a prize in organization campaigns! With the union emblem, this ring in 10-karat gold is priced at

**\$9.00**





## "Your Washington Reporter"

By BUDD L. MCKILLIPS

A FEW years ago a person would have been considered a little bit screwy if he had suggested that, in the near future, two women would be in key federal government positions so far as labor is concerned.

Secretary of Labor Frances Perkins was the first of her sex to crash through to one of those posts. And, in June, the untimely death of Congressman Bill Connery boosted Mrs. Mary Norton into the chairmanship of the highly important House of Representatives Committee on Labor.

House committee chairmanships are awarded according to seniority, and Congressman Mary Norton was in line for the position when the Black Angel created the vacancy. Mrs. Norton comes from a labor district in New Jersey and, in the opinion of "Your Washington Reporter," labor and social legislation will be safe in her hands. She has been Washington's unofficial "mayor"—chairman of the House Committee on District Affairs.

Mrs. Norton is not only the first woman chairman of the Labor Committee, but she was the first woman Democrat to ever be elected to Congress, the first of her sex to be appointed a congressional committee chairman, the first chairman of a state political committee, and she was the introducer of the first resolution to repeal the late and, so far as I am concerned, unlamented Eighteenth Amendment.

WASHINGTON newspaper correspondents, who are not any too fond of Secretary of Labor Perkins (and vice versa), had the laugh on her recently when she tried to dodge the corps of reporters at the White House.

Summoned for a conference with the President, Miss Perkins sought to avoid reporter questions by entering the White House executive offices through a basement door. She lost her way, however, in unfamiliar corridors, and, walking through an unmarked door, found herself in the room set aside for the press gang to write their stories when they are not playing poker. The reporters, however, gallantly escorted her to the President's office—after extracting a pledge that she would hold a press conference later.

ANY reader who is contemplating having a battleship built for his wife and kiddies will save himself a little cash by having the work done in one of the government-owned navy yards. When the last bids for building these sea giants were opened by the Navy Department it was found that private shipbuilding companies wanted only about \$10,000,000 more to construct each ship than it would cost to build them in Uncle Sam's own plants.

I KNOW a man—and there are probably hundreds of others like him—who spends all his spare time worrying because the national debt has passed the \$35,000,000,000 mark. Thirty-five billion dollars would be a lot of money if he had to pay it off all by himself, but it doesn't amount to much on a per capita basis, and in a country with resources like ours.

If we had to, we could pay off the whole works in a year's time, and with each person paying an equal share it would cost us less than \$5 a week.

A GOVERNMENT official who handles pension claims was perplexed recently when he received a vigorous letter from an indignant woman who objected to "being called vile names" in a letter the government man had written to her husband. Sorely puzzled by the accusation, the official asked the woman for particulars. He received this reply:

"I am writing you in regard to what you called me in your letter. I don't know exactly what the word 'Spouse' means, but it sounds like you was trying to degrade me. It seems to me that it would have sounded better to have said 'Wife.' Will you please explain why you used the word 'Spouse'?"

THE recently made proposal that Congress should pass legislation determining the length of an inch and the weight of a pound sounds at first like a gag lifted from an Amos and Andy dialogue.

I thought somebody was kidding until I learned the suggestion was made by the National Bureau of Standards. The federal Constitution specifically grants Congress the power "to fix the standards of weights and measure," but no precise standards have been set up, other than to make the French metric system legal in this country.

INCIDENTALLY, by making a slight reduction in the size of containers, the producers of canned milk in a certain mid-western state have been making more than \$1,000,000 extra profit each year since the change was made—in 1933.

The new cans are so slightly smaller than the old ones that buyers—to whom no price reduction has been made—never notice the difference.

CONGRESSMAN Robert Bacon, of New York—one of the few surviving Republicans in the House—believes that legislation should be passed making it mandatory for all corporations, in making reports to their stockholders, to include full information about labor conditions in their plants.

"Labor," Bacon said, "should have a part in writing this section of the company report, either through the heads of the workers' labor organizations, or through some other representative of the employees' own choosing."

If I were a stockholder I would favor such legislation. If the factory building was depreciating so that a new one would have to be built soon, I would want to know that. But I would also want to know if the company's labor policy was such that discontent and resentment were breeding trouble that would result not only in a loss of money but in loss of much more valuable goodwill.

SOMETHING to worry about:

The larger whales, in the prime of life, increase more than 100 pounds in weight every day.

EVERYONE has heard the story about Stranger No. 1 asking Stranger No. 2 at a reception: "I wonder if that ugly looking woman in the red dress thinks she looks good with her hair fixed that way?" To which Stranger No. 2 replied: "I'll go over and ask her—she's my wife."

Here is a variation, one that is going the rounds of Washington at this writing:

Social Security Board Member Arthur J. Altmeyer made a speech to a large audience one night and, after the meeting, he asked his wife how the talk went over.

"I'm not so sure," replied Mrs. Altmeyer. "There was a distinguished, well-groomed man sitting next to me, who kept saying, 'What a bore this Altmeyer is!' Finally I asked him if he knew who I was. He said he didn't and I told him I was your wife. Then he asked me, 'Do you know who I am?' I said 'No,' and he said 'Thank God,' reached for his hat and disappeared."

## ANSWERS:

To S. A., Hamilton, Ont.—Including its judicial and legislative branches, the army, navy and marine corps, and the Civilian Conservation Corps, the United States government has a total of 1,466,263 federal employees.

To C. B. C., Freeport, Ill.—You can get pictures of each kind of postage stamp issued by the U. S. government if you send 25 cents to "Superintendent of Documents, Washington, D. C.," and ask for bulletin entitled "A Description of United States Postage Stamps Issued by the Post Office Department from July 1, 1847, to December 31, 1936." In my opinion the government should pay you 25 cents for your labor in writing out such a gosh-awful-long title.

To P. H. M., Chicago.—It's too hot to argue with you. Why don't you turn on the radio? There are some excellent programs for children on the NBC network at 4:30 p. m., Chicago time.

To C. O., New Haven, Conn.—The former occupations of House and Senate members cover a wide territory, ranging from state supreme court judges and cowboys to missionaries and bartenders. Senator Robert F. Wagner, of New York, is a former supreme court judge of that state, several western solons have punched cattle, Senator Elbert D. Thomas is a former missionary, and Congressman Vincent L. Palmisano, of Maryland, was a night bartender in a Baltimore oasis while he attended day law school.

No one has success until he has the abounding life. This is made up of the many-fold activity of energy, enthusiasm and gladness. It is to spring to meet the day with a thrill at being alive. It is to go forth to meet the morning in an ecstasy of joy. It is to realize the oneness of humanity in true spiritual sympathy.—Lillian Whiting.

If we wish to be just judges of all things, let us first persuade ourselves of this: that there is not one of us without fault; no man is found who can acquit himself; and he who calls himself innocent does so with reference to a witness, and not to his conscience.—Seneca.



## VEST CHAIN SLIDE CHARM

A watch charm so fine looking you'll enjoy wearing it. Of 10-karat gold and clearly displaying the I. B. E. W. insignia. Price only \$4



# ON EVERY JOB *There's a Laugh & Two*

*Just to start out the fish story season we're going to give you a true one—but try to beat it!*

## TRAIN CATCHES TROUT

The other day the streamline train, City of Denver, rolled into Chicago with the headlight broken, and inside the lamp lay a freshly-caught trout. Here's the explanation: When the train was going 80 miles per hour an eagle zoomed into its path. The train smacked the eagle, and out of the eagle's beak dropped the trout; the train caught the trout and went whistling merrily along its way. Now come on, you fish story artists, and tie that one!

\* \* \*

*—And if we remember correctly it was a union agreement that got this vacation for you, Duke! A grand time we wish you, boy!*

## VACATION DAYS

Let's give three cheers, for after all these years

I am going to enjoy my first vacation.  
I'm going to pack my shirt and count the kids,  
Then travel to a new location.

I'm going to find sunshine, leave the city behind;

My address will be the great outdoors.  
Realize a life's ambition; yes, sir, I'm goin' fishin'!

Baiting hooks will be my only chores.

No cities to curb me, no whistles to disturb me

No alarm clock to disturb my beauty sleep.  
Seven o'clock will be a starting of another day's departing

Where the waters of a stream are flowing deep.

In two weeks, men, I will see you, or perhaps I will relieve you,

As again I strap on my spurs and belt.  
After all these years' devotion, through storm, strife and commotion,  
It's keen to realize appreciation felt.

THE DUKE OF TOLEDO.

\* \* \*

*We've been wondering what became of the wandering Hendrick. Here he is, asking if we can find a half inch of space to let the Brothers know he's still amongst 'em, out in Tacoma, Wash. And with a couple of very pertinent rhymes:*

## WHAT IS AN AXIOM?

An axiom is a self-evident fact, f'r instance:

This axiom is very well known,  
A fuse is not so good once it is blown.

## ONLY GOOD WORK

If your wiring is done right,  
The way the code requires,  
You're protected day and night  
From danger and from fires.

WALTER H. HENDRICK,  
In the Far Northwest, L. U. No. 76.

*Here a Brother tries to express what he wants out of life, in answer to Masterson's "Essentials of Life."*

## GOOD THINGS OF LIFE

Brother John, are you satisfied with the crumbs that fall  
From a table where luxury abounds for all?  
Wouldst sink your teeth in a nice thick steak  
Surrounded with watercress on a silver plate?

Would you care to relax in body and mind,  
And feel that your food was of the proper kind?

Then reach for a cigar and puff with glee,  
Each puff of smoke a picture to see—  
A picture which spells contentment.

My idea of the good things of life  
Is not "a flop and a feed,"  
I want to enjoy all Nature's charms;  
I want to live, indeed!

I want recreation, rest and play,  
To see the sun rise in the east every day  
And beam its warmth and golden hue  
On a contented world, far and wide  
Where joys and not sorrows now abide,  
Where the golden rule on an emblem will wave,  
And true brotherhood will have its day.

BENJAMIN H. CARPENTER,  
L. U. No. 103.

\* \* \*

## THE STAMP OF MERIT

(A Tribute to Our Union Label)

If within its little space one could engrave  
Those fine achievements in letters of gold!  
Glorify it as an emblem of the brave;  
A symbol of sacrifices untold!

No artist could accurately portray  
Its epoch-making, adventurous events;  
Nor could an author, try as he may,  
Depict the ideals it represents!

The magic stamp that has promptly restored  
To toilers their lost dignity and pride;  
The token of unity and accord—  
That forced laggards by the time's trend  
to abide!

Let it be an outstanding standard of skill,  
A beacon of lasting peace and good will!

A'B'it O'Luck,  
ABE GLICK,  
L. U. No. 3, New York City.

\* \* \*

## TAKES A NICKEL TO RING THE BELL

A fellow in Los Angeles got tired of answering the doorbell for agents and peddlers, so he fixed up a doorbell device on which he has received a patent. The bell will not ring unless a nickel is put into a slot device. When the nickel is inserted it remains half out of the slot but establishes an electric contact which sets off the bell. If there is nobody at home the caller can take his nickel out. But when the door opens it trips a lever that drops the coin into a box inside the house. Friends get their nickels returned but agents are just out of luck.

*This may amuse some of the down-trodden Brothers, and irk others.*

## JOB INSURANCE

Perfect yourself in a new technique  
Of working steadily every week.  
The days are gone when you told the boss,  
He looked, to you, like a total loss;  
That you'd take none of his damned abuse—  
And packed your tools at the least excuse.  
But now, in order to hold your job,  
You must be able to help him sob  
About his losses and slow collections,  
That caused your payday to miss connections.  
And don't be fussy about your time,  
Or the nails you bought, for a lousy dime.  
Inform the boss what occurred at meeting;  
And what was said, that was worth repeating.  
And load the back of your car with screws,  
And nuts, and bolts and assorted fuse,  
A bundle of pipe and a coil of wire;  
Then drive as if to attend a fire.

L'envoi

Now bear in mind that who works the longest  
Is he who thinks himself the strongest.

MARSHALL LEAVITT,  
L. U. No. 124.

\* \* \*

*Here's a Brother who says he's trying to crash the gate to fame or ridicule—which shall it be? Since he has a pat on the back for the veterans of this page, we'll have to let him in, at least.*

## SAUCE FOR THE GOOSE, BY A MICHIGANDER

Hey, there, Dukus of Toledo,  
Have you slipped up in your round?  
For in last issues of this book  
No verse by you was found.

Come on, old boy, don't be so meek,  
Or other pleasures do you seek?  
For here each month we look to find  
What subject you have brought to mind.

If you were sick, then we'll forgive,  
And all do hope that you will live  
To write again some subject that  
Will make us all take off our hat.

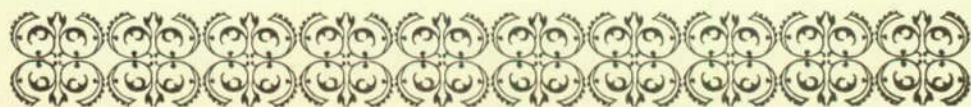
And to Abe Glick, I wish to say  
You're doing fine, you're making hay.  
Sometimes your articles are deep,  
But all of these in mind I keep  
That in some line some day may find  
Something that I missed first time.

Corn Cob Willie, you are swell,  
And every month you ring the bell,  
Just keep it up, for all to read  
Some pleasure that we surely need.

And Steve O'Neil, we wish you well,  
For in your pieces that are swell,  
We find each time, some truth or pleasure,  
worth

The time it takes to read your verse.  
BROTHER 236696,  
Of L. U. No. 17.





With public sentiment nothing can fail.  
Without it nothing can succeed.  
Consequently, he who moulds public sentiment  
goes deeper than he who enacts statutes or  
pronounces decisions.  
He makes statutes and decisions possible to be  
executed.

—ABRAHAM LINCOLN.

